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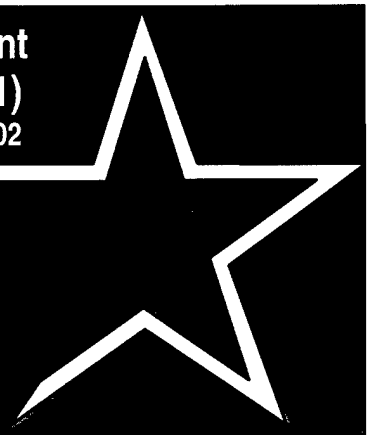

Development of a New Quality of Life (QOL) Model Using Structural Equation Modeling

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13. ABSTRACT (Maximum 200 words)
Systematic research is needed to determine if quality of life impacts reenlistment decisions. Previous Marine Corps modeling efforts focusing on "life domains" have proved fruitful. Thus far, however, no model has been successfully developed and validated for Navy personnel. The present study examined the validity of applying the life domains model to Navy personnel. If this model were not supported, alternate models would be proposed. The 1999 Life Domains Questionnaire was used to collect data via a mailout, onsite administrations, and the Web. Structural equation modeling (SEM) was used to analyze responses to 8,165 completed questionnaires. The existing life domains model was not supported. Exploratory analyses suggested a model in which: (1) life domains are divided into non-work or personal domains and work domains, (2) personal domains are linked to reenlistment intentions, and (3) work domains are linked with reenlistment intentions through organizational commitment. SEM results were consistent with the proposed model for enlisted first termers and an enlisted target retention group of Sailors at a key point in their career decision-making process (paygrades E4-E6 with less than 11 years of active service).

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Foreword

Conceptual models are a way of understanding complex relationships. Although a quality-of-life (QOL) model has been developed and validated for the U.S. Marine Corps, none exists for the U.S Navy. Towards that end and to provide survey results on QOL in the Navy, the 1999 Life Domains Questionnaire was mailed to a sample of enlisted and officers in January 1999 with data collection closing in April 1999. It was also administered onsite at Naval Forces Pacific Fleet activities and via the Web at the Navy Personnel Command in Millington, TN. The questionnaire addresses overall quality of life in the Navy and in 12 life domains – Residence, Neighborhood, Leisure and Recreation, Shipboard Life, Health, Friends and Friendships, Relations with Relatives, Marriage/Intimate Relationship, Relations with Children, Standard of Living/Income, Military Job, and Personal Development. Additional questionnaire questions focused on retention intent, Personnel Tempo (PERSTEMPO), and respondent demographics.

This questionnaire was funded by and conducted for the Chief of Naval Personnel (N1). Results of the survey have been briefed to the Chief of Naval Personnel, Deputy Chief of Naval Personnel, Assistant Commander Navy Personnel Command for Personal Readiness and Community Support (PERS-6), the Principal Deputy to the Assistant Secretary of the Navy for Manpower and Reserve Affairs, and the Naval Research Advisory Committee.

The authors wish to thank the Project Officers, CDR Arthur Cotton and CDR Phillip Gonda (PERS-00N), and Mr. Murrey Olmsted (PERS-14) for their assistance in this project.

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Murray W. Rowe
Director

Summary

Chief of Naval Operations (CNO) Priority

In taking the helm as CNO, Admiral Vernon Clark emphasized his leadership role in maintaining quality of life (QOL) in order to enhance mission and combat readiness. He stated: "In the Fleet they're talking about quality of service. Quality of service is the combination of quality of life and quality of work. Here's my promise: Mr. Secretary, I intend to lead a Navy that holds quality of service for Sailors, for their quality of life and their quality of work, as a top priority in mission and combat readiness" (2000).

One challenge facing researchers is the development of conceptual models that further our understanding of the impact of QOL on organizational outcomes such as mission and combat readiness and reenlistment. Previous QOL research for the U.S. Marine Corps primarily addressed the issue of reenlistment. First, individuals were asked to indicate how satisfied they were with life domains, such as Residence, Leisure and Recreation, One's Relationship with Spouse/Intimate Other, Military Job, and Personal Development. They were also asked how satisfied they were with life overall in the Marine Corps ("Global QOL"). A model was then successfully developed and validated that linked life domains with Global QOL, and Global QOL with reenlistment intentions (Kerce, 1995). Thus far, no model has been successfully developed and validated for Navy personnel.

Objective

The present study examined the validity of applying the life domains model to Navy personnel. If this model were not supported, alternate models would be proposed.

Approach

The current effort was part of a larger QOL study. In the current effort, the Marine Corps Quality of Life Questionnaire was adapted for use with Navy personnel. Key items measure *satisfaction* (with life domains), *impact* (i.e., What impact does this life domain have on your desire to remain in the Navy?), *Global QOL* (e.g., "How satisfied are you with your life overall?"), *organizational commitment* (e.g., "Being a Sailor in the Navy is worth personal sacrifice"), and *retention issues* (e.g., "At your next decision point, how likely is it that you will remain in the Navy?").

A Navy-wide randomly selected representative sample of 17,000 enlisted and officers were mailed the 1999 Navy QOL Domain Survey. Additional individuals at Navy Pacific Force commands were administered the questionnaire onsite. Individuals at the Navy Personal Command in Millington, TN, completed a Web version of the questionnaire. In all, 8,165 Sailors completed the questionnaire. Structural equation modeling (SEM) was used to analyze the data.

Findings

1. The life domains model previously confirmed for the U.S. Marine Corps personnel was not supported when applied to Navy personnel.

2. Exploratory analyses were conducted for a particular set of individuals, termed the "developmental sample," in an attempt to construct a new model. This sample comprised shipboard married enlisted Sailors with children.
3. Results suggest that the modeling analyses are more robust when using impact items focused on the outcome of interest (e.g., "Overall, what impact does your housing have on your plans to remain in the Navy?") rather than solely relying on satisfaction items (e.g., "Overall, how satisfied are you with your housing?").
4. Analyses identified two groups of domains: non-work or personal domains and work and work-related domains. The personal domains included Marriage/Intimate Relationship, Relation with Children, Personal Development, Health, and Standard of Living. This first grouping was composed of impact items. The work domain included Military Job and the work-related domain of Shipboard Life based on the assumption that Shipboard Life revolves primarily around job activities. Global QOL was also found to group with these two domains. This second grouping was composed primarily of satisfaction measures.
5. A new conceptual model was constructed and applied to a subgroup of the developmental sample–Sailors in paygrades E4–E6 with 10 or fewer years of active service. These Sailors were at a key decision-making point in their careers regarding reenlistment. The new model proposed a direct link between the personal domains and reenlistment and an indirect link between the job domains and reenlistment mediated by organizational commitment.
6. SEM results were consistent with the newly proposed model.
7. The model was tested on a group of Sailors who had not been part of the developmental sample–enlisted first term Sailors without children. Despite having to exclude Relation with Children from the model, SEM results, once again, were consistent with the proposed model.

Conclusions

1. The model is the first one developed for Navy personnel that quantitatively links QOL domains directly with reenlistment intentions.
2. By establishing two sets of higher-order domains, instead of numerous individual domains, the model simplifies the task of understanding how QOL variables impact the reenlistment decision.
3. The model, if replicated, has implications for the Navy's commitment to "Quality of Service," defined as quality of work life and quality of personal life.
4. Results should be viewed with caution because of certain methodological shortcomings in the research design. The upcoming Navy Quality of Life Survey will attempt to replicate the model.

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Introduction

Background

Chief of Naval Operations (CNO) Priority

Difficult and potentially dangerous missions require a Fleet that is fully manned and trained to accomplish the task at hand. In taking the helm as the Chief of Naval Operations (CNO), Admiral Vernon Clark emphasized the importance of maintaining "quality of service" in order to enhance mission and combat readiness. He stated: "In the Fleet they're talking about quality of service. Quality of service is the combination of quality of life and quality of work. Here's my promise: Mr. Secretary, I intend to lead a Navy that holds quality of service for Sailors, for their quality of life and their quality of work, as a top priority in mission and combat readiness" (2000).

Research

In the study of quality of life (QOL), Campbell, Converse, and Rodgers (1976) introduced a "portfolio of domain satisfaction measures." This portfolio included measures of work (including housework), housing, health, neighborhood, friendships, marriage, family life, amount of education, and savings. Using multiple regression, they found that a subset of domains accounted for a large, significant portion of the variance in a global measure of well being. Based on the work of Near, Smith, Rice, and Hunt (1983), Hart (1999) grouped life domains into work and non-work for police officers. Using structural equation modeling (SEM), he confirmed the validity of the work/non-work dichotomy and the significant contribution of each to overall life satisfaction.

In studies with U.S. Marines, Kerce (1995) and White, Baker, and Wolosin (1999) extended Campbell et al.'s (1976) model by linking overall QOL with outcome measures such as reenlistment intentions. Using SEM, they confirmed the validity of this model for several marital and family status groups. Craiger, Weiss, Butler, Goodman, and Wilcove (1997) attempted to apply the same general model to Navy personnel, but were only able to confirm separate portions of it–namely, the life domain-global QOL linkage and the linkage of global QOL with outcomes such as reenlistment intention. In the current study, the Kerce (1995) survey was adapted for use with Navy personnel and was administered in the 1999 January–August timeframe.

Purpose

The study attempted to replicate the results of the Marine Corps studies that supported the validity of Campbell et al.'s (1976) model. If the model were not supported, alternate models would be proposed.

Method

Instrument

The 1999 U.S. Navy Quality of Life Domains Questionnaire (see Appendix) was adapted from Kerce's (1995) Marine Corps questionnaire. The Navy questionnaire follows the same basic structure with four main sections: background, global QOL, life domains and their aspects, and outcomes.

The background section comprises both personal background and career background items. Personal background items include demographic variables such as gender, age, racial background, ethnic background, marital status, and parental status. Career background items include variables such as paygrade, designator, rating, billet, and time on active duty in the Navy.

Global QOL is measured by the Life Characteristics Scale (LCS; Campbell et al., 1976), the Satisfaction with Life Scale (SWL; Diener, Emmons, Larsen, & Griffin, 1985), and four individual items designed to capture Sailors' satisfaction with their lives as a whole. LCS comprises seven semantic-differential pairs of adjectives where respondents indicate where they fit on a continuum of life characteristics (e.g., boring to interesting, disappointing to rewarding). The SWL scale comprises five items that are designed to evaluate individuals' overall satisfaction with their lives. Four life-as-a-whole items ask respondents which of seven response options (e.g., ranging from *ideal* to *miserable*, *satisfied* to *unsatisfied*, *terrible* to *delighted*, and *a lot worse* to *a lot better*) best describes their lives.

The life domain section includes 12 subsections:

- Residence
- Neighborhood
- Leisure and Recreation
- Health
- Friends and Friendships
- Marriage/Intimate Relationship
- Relations with Children
- Relations with Relatives
- Standard of Living/Income
- Military Job
- Personal Development
- Shipboard Life

Each domain sub-section consists of three groups of items: an overall cognitive domain rating, an overall affective domain measure, and several specific cognitive aspects of each domain. The overall cognitive domain item and the overall affective domain item were based on previous research by Campbell et al. (1976) and Andrews and Whithey (1976), respectively. Shipboard Life represents a new domain. It is structured similarly to other domain measures and includes additional questions concerning interpersonal needs (e.g., privacy, need to feel a part of the work team), environmental factors (e.g., lighting, ventilation, noise), and habitability factors (e.g., satisfaction with the berthing area, mess area and food, workplace).

For the overall domain cognitive item and cognitive aspects, individuals are provided with a 7-point Likert-type response scale ranging from 1 (*completely dissatisfied*) to 7

(*completely satisfied*) with a midpoint (4) that represents *neutral* opinions. For the overall domain affective item, individuals are provided with a 7-point response scale ranging from 1 (*terrible*) to 7 (*delighted*) with a midpoint of 4 (*neither unhappy nor pleased*).

In previous research, QOL domain scores consisted of the overall affective and cognitive items. In an effort to capture a greater proportion of the domain construct, each domain score consists of the overall cognitive domain score, specific cognitive aspects of the domain, and the overall affective domain rating.

DOMAIN SCORE = (overall affective response + Grand Cognitive mean)/2

where

Grand Cognitive mean = (overall cognitive domain rating + cognitive aspects mean)/2

Organizational commitment is measured by 11 7-point agree-disagree items, such as, "I talk up the Navy to my friends as a great outfit to be associated with," "The Navy is the best of all places for me to work," and "Being a Sailor in the Navy is worth personal sacrifice."

The outcome measures include an "impact" item for each domain, asking: "What effect does your (housing, current shipboard life, etc.) have on your plans to remain in the Navy?" Response options include *very positive effect, positive effect, no effect, negative effect,* and *very negative effect.* Additionally, two items are provided that asked Sailors about their career plans: "At your next decision point, how likely is it that you will remain in the Navy?" and, "How likely is it that you will remain in the Navy until eligible for retirement?"

Data Collection

The Navy QOL Domain Survey was mailed to a stratified (by paygrade) random sample of 17,000 Sailors in January 1999, with data collection proceeding through April 1999. Due to a low response rate (3,565 surveys or 27 percent adjusted return rate), additional efforts were made to augment the database. An additional 4,228 surveys were administered on-site to convenience samples at shipboard and shore-based Naval Forces Pacific Fleet (PACFLT) activities, and a Web version was administered to personnel at the Navy Personnel Command (n = 372). A total of 8,165 Sailors completed the questionnaire, composed of 44 percent (n = 3,565) who completed the mail-out paper and pencil survey, 52 percent (n = 4,228) who completed the on-site administered paper and pencil survey, and 4 percent (n = 372) who completed the Web-based online survey form.

Analyses

Enlisted individuals were grouped into three samples for analyses: Unmarried Sailors without children in their first term, married Sailors with children, and a target group of Sailors at a key point in their career decision-making process ("target retention group"). This target retention group consisted of Sailors with children in paygrades E4–E6 with 10 or 11 years of active service. The years of service restriction was invoked to filter out

participants who had served more than ten years in the Navy and thus were most likely already committed to serving a 20-year career.

Factor analyses and correlational analyses were used as data reduction techniques. Variables identified through these techniques were then analyzed using structural equation modeling (SEM). SEM, like other statistical methods, analyzes observed responses. However, it also establishes the degree of relationship between observed variables and latent constructs and between latent constructs themselves. In addition, SEM takes into account how well variables measure the phenomenon of interest before generating its results–technically, how much of an individual's response is due to error variance and how much is due to true variance.

Similar to other techniques such as multiple regression, SEM analyzes responses to both independent and dependent variables. However, SEM allows the researcher to examine multiple relationships simultaneously and not simply a single relationship between independent and dependent variables. In the context of the current study, SEM was chosen because it could provide information on all the following questions simultaneously: What variables predict global QOL? Does global QOL combine with other variables to predict reenlistment intentions? Are some variables predictive of reenlistment intentions but only indirectly through other variables? The terms independent variable, exogenous variable, and predictor are used interchangeably in the report, as are the terms dependent variable and endogenous variable.

Path diagrams were constructed, and responses were analyzed using AMOS Version 4.0 (Arbuckle & Wothke, 1999). The paths drawn between variables were viewed as indicating a relationship. Causation was not attributed based on the belief that such attribution is warranted only when an experimental methodology is used (Judd, Jessor, & Donovan, 1986).

SEM programs output chi-square results. A significant chi-square means that a significant difference was found between the hypothesized model and the data. However, chi-square is sensitive to sample size. Thus, researchers typically rely on fit index results. Acceptable levels are set for each index, and if those levels are met, then it is concluded that SEM results are consistent with the proposed model. Table 1 presents the fit indices used, the acceptable levels established for them in the literature, and their interpretations.[1]

[1] Some of the material for Table 1 was taken from Schumacker & Lomax (1996, p. 121).

Table 1.
Structural Equation Modeling:
Goodness of Fit (GOF) Criteria and Acceptable Fit Interpretation

GOF Criterion	*Acceptable Level*	*Interpretation*
Chi-square	Tabled χ^2 value	Compares the obtained χ^2 value with the tabled value for given df. Desire value to be non-significant. Close to 0 indicates a good fit.
Chi-square/df	< 3.0 in large samples < 2.5 in small samples	χ^2/df results in a lower value than χ^2 and is performed to reduce the sensitivity of χ^2 to sample size.
Root-mean square residual (RMR)	Researcher defines level; usually $\leq$ .05.	A value $\leq$ .05 indicates a good model fit. The RMR index uses the square root of the mean squared differences between the S (sample matrix) and Σ (population matrix). It is used to compare the fit of the two different models with the same data. Since we want these 2 matrices to fit perfectly together, this measures the amount of residual error of the fit.
Adjusted Goodness of Fit Index (GFI)	0 (no fit) to 1 (perfect fit)	A value is adjusted for df, with a value close to .99 a good model fit.
DELTA1 Normed Fit Index (NFI)	0 (no fit) to 1 (perfect fit)	A value close to .99 reflects a good model fit. This measure rescales the χ^2 statistic into a 0 (no fit) to 1 (perfect fit) range. It is used to compare a restricted model with a full model using a baseline null model as follows: $(\chi^2_{null} - \chi^2_{model})/ \chi^2_{null}$.
Comparative fit Index (CFI)	0 (no fit) to 1 (perfect fit)	Similar to the NFI and measures the improvement in noncentrality in going from a least restrictive model to a saturated model. It uses the noncentral χ^2 (d_k) distribution with noncentrality parameter λ_k to define comparative fit as $[\lambda_1 - \lambda_k]/ \lambda_1$.
Root-mean square error of approximation (RMSEA)	$\leq$ .05	A value $\leq$ .05 indicates a good model fit. Similar to RMR but adjusts the error for model complexity and models that have many parameters.
Akaike Information Criterion (AIC)	0 (perfect fit) to negative value (poor fit)	A value close to 0 indicates a parsimonious model. The AIC indicates both model fit (S and Σ elements similar) and a model not overidentified (parsimony). A lower value for the proposed model when compared to a saturated model indicates a good fit. The AIC measure is calculated as χ^2-2df.

Results

Test of Existing Model

Married enlisted Sailors with children with recent shipboard experience were chosen as the group on which to test the existing model. These individuals constituted the largest demographic group, an important consideration in that SEM requires a large *N* to be able to test models with a substantial number of variables. This approach also permitted the inclusion in the model of both the Relation with Children and the Shipboard Life domains.

A factor analysis was conducted of the variables used to measure life domains in an attempt to simplify the model. In selecting a domain to represent a factor, three criteria were established: the domain had to have one of the highest loadings, it had to contribute to a factor that would be easy to interpret (i.e., it would be possible to tie the domains together into an interpretable factor), and it loaded primarily on one factor (i.e., large cross-loadings ≥ .40 were not obtained).

Two-, three-, and four-factor solutions were sought in an attempt to find the cleanest set of dimensions. These exploratory analyses used a varimax rotation. The three-factor solution yielded the best results (see Table 2). Five domains were selected for Factor 1 and their loadings are underlined: Friends and Friendship, Marriage/Intimate Relationship, Relation with Children, Relation with Relatives, and Personal Development. This factor was labeled as Interpersonal Relationships. It is speculated that Personal Development loaded on this factor because it is closely linked with the quality of one's interpersonal relationships.

Table 2.
Loadings from Factor Analysis of Life Domain Measures

Domain	Interpersonal Relationships	Shipboard QOL	Material Comfort
Friends and Friendships	.71	.29	.14
Marriage/Intimate Relationship	.77	-.00	.14
Relation with Child	.75	.12	.13
Relation with Relatives	.66	.21	.16
Personal Development	.67	.46	.18
Shipboard Life	.10	.82	.21
Military Job	.27	.84	.10
Residence	.14	.10	.90
Neighborhood	.18	.14	.85
Standard of Living/Income	.27	.48	.55
Leisure and Recreation	.48	.32	.48
Health	.56	.46	.17

Note. $n = 528$.

Two domains loaded strongly for Factor 2: Shipboard Life and Military Job. This factor was labeled as Shipboard/Workplace Factors. Three domains were selected for Factor 3: Residence, Neighborhood, and Standard of Living/Income. This factor was labeled as Material Comfort.

Personal Development cross-loaded on Interpersonal Relationships (.67) and Shipboard QOL (.46). However, while its loading was among the highest on Interpersonal Relationships, that loading was substantially less than the two domains defining Shipboard QOL–namely, Shipboard Life (.82) and Military Job (.84). Thus, Personal Development was retained solely as a measure of the Interpersonal Relationship factor even though it cross-loaded on another factor.

Standard of Living/Income cross-loaded on Shipboard QOL (.48) and Material Comfort (.55). Survey items for Standard of Living/Income address income. Conceptually, Standard of Living/Income seems more related to Residence and Neighborhood–measures that defined Material Comfort–than to Shipboard Life and Military Job—measures that defined Shipboard QOL. Thus, Standard of Living/Income was retained solely as a measure of Material Comfort even though it cross-loaded on another factor.

The three factors became the exogenous latent constructs in a path diagram submitted for SEM analysis. The life domain measures selected from the factor analysis completed the exogenous measurement model. Global QOL represented the mediating variable between the higher-order domains and Reenlistment Intention that were measured by two career intention items.

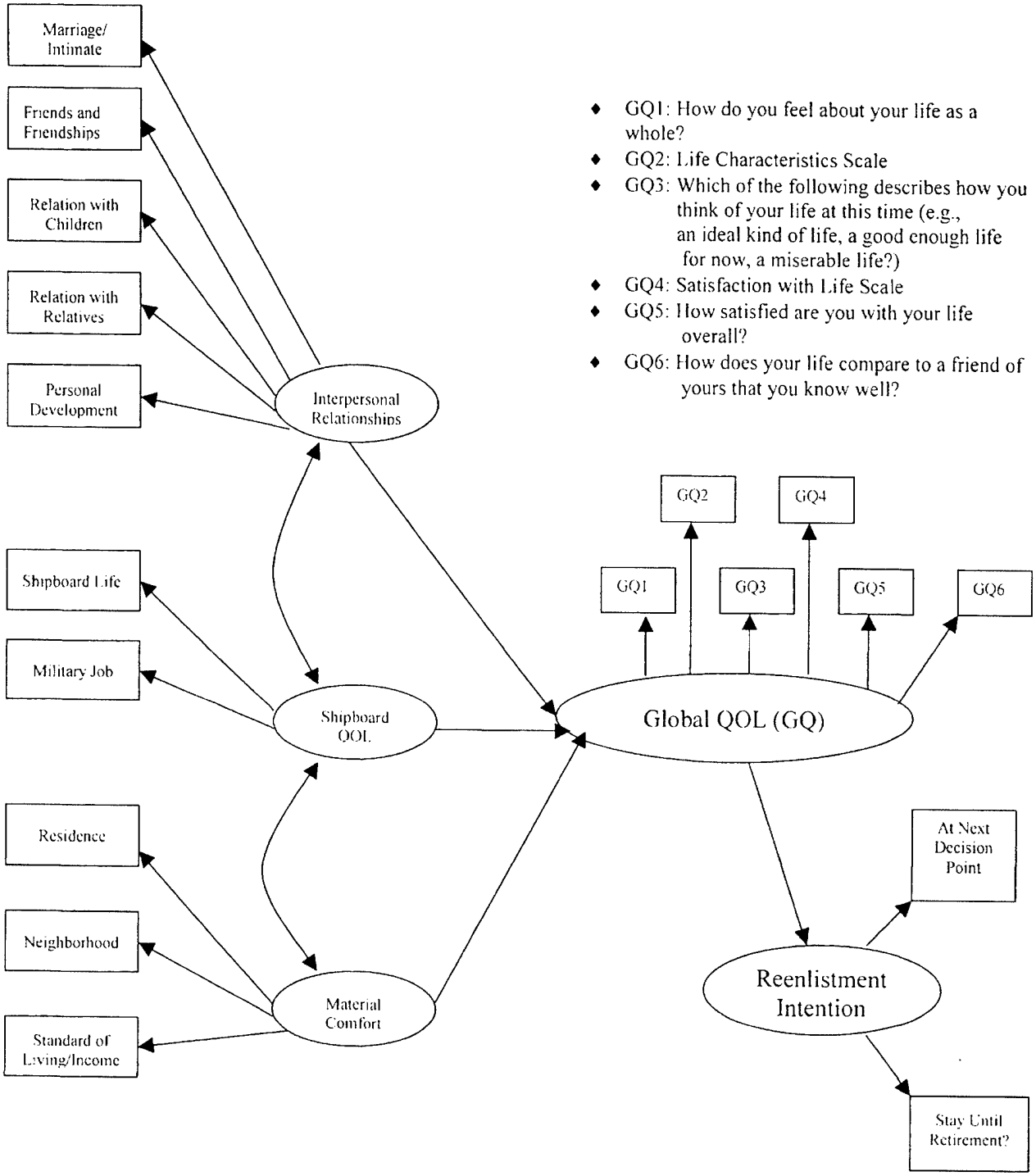
The model, which was rejected, is shown in Figure 1 ($\chi^2 = 935$, df 131, $p < .001$). Table 3 presents the fit index results that indicate the extent to which the model fits the data (i.e., the extent to which the model is supported). The second column presents the results, and the third column presents the desired or ideal standard against which the results are evaluated.

Table 3.
Married Enlisted Parents, Existing Model:
Actual Versus Desired Fit Index Results

Fit Index	Actual Result	Desired Result
CMIN/DF	2.6	≤ 3.0
Root Mean Square Residual (RMR)	.09	$\leq .05$
Adjusted Goodness of Fit Index (AGFI)	.91	Close to .99
DELTA1 Normed Fit Index (NFI)	.94	Close to 1.0
Comparative Fit Index (CFI)	.96	Close to 1.0
Root Mean Square Approximation (RMSEA)	.06	$\leq .05$

Note. $n = 492$.

Figure 1. Married Enlisted Parents: Rejected Model Using Global QOL as Mediating Variable.



The CMIN/DF and CFI results were acceptable. However, the DELTA1 NFI result was marginal and rest of the results were unsatisfactory. Further, for a model to be supported, the Akaike Information Criterion (AIC) result for it must be smaller than that

yielded for the saturated model (where all possible relationships are tested). However, the result for the proposed model in Figure 1 was larger—416—than that obtained for the saturated model—342. It was thus concluded that results did not support the proposed model (i.e., did not fit the data).

New QOL Model

Developmental Work

In an attempt to use measures that were more focused on the research question (i.e., impact of life domains on retention), impact items were included as independent variables, in addition to domain satisfaction scores. As mentioned, there is an impact item for each domain, asking: What effect does this domain have on your plans to remain in the Navy? The response options are *very positive effect*, *positive effect*, *no effect*, *negative effect*, and *very negative effect*. Global QOL, assessed by six variables, was viewed potentially as either an independent or dependent variable. Organizational Commitment, measured by a scale, and Reenlistment Intention, measured by two items, were designated as dependent variables.

Zero-order correlations were computed between the dependent variables and all the domain satisfaction items and the impact items (i.e., the independent variables). The independent variables with the largest correlations were deemed the most promising predictors and were retained in further analyses (See Table 4).

All correlations were significant ($p < .001$). The largest correlations were between *satisfaction* with One's Military Job and (a) Global QOL ($r = .65$) and (b) organizational commitment ($r = .63$). Two *impact* items, those for Personal Development and Military Job, were correlated .51 and .53, respectively, with Organizational Commitment. The smallest correlations were between satisfaction with Shipboard Life and (a) Remain: At Next Decision ($r = .21$) and (b) Remain: Until Retire ($r = .23$). All other correlations ranged from .28 to .49.

Table 4.
Strongest Correlations between Independent and Dependent Variables

Life Domain and Global QOL Independent Variables	Type of Question	Dependent Variable			
		Global QOL[a]	Org. Commit.[b]	Remain: AtNext Decision[c]	Remain: Until Retire[d]
Marriage/Intimate Relationship	Impact	.35	.38	.45	.43
Relation with Children	Impact	.37	.38	.43	.40
Personal Development	Impact	.49	.51	.42	.40
Health	Impact	.37	.41	.36	.32
Standard of Living/Income	Impact	.34	.44	.38	.40
Shipboard Life	Impact	.40	.45	.42	.43
Military Job	Impact	.49	.53	.44	.43
Shipboard Life	Satisfaction	.48	.44	.21	.23
Military Job	Satisfaction	.65	.63	.36	.38
Global QOL	Satisfaction	---	.46	.31	.28

Note. All correlations were significant ($p < .001$). n = 621-717.

[a]Global QOL was measured by six variables/scales.

[b]Organizational commitment was measurerd by two variables shown psychometrically through SEM to be the best measures of this construct in the current study.

[c]Remain: At Next Decision represents a single item addressing retention intentions at next decision point.

[d]Remain: Until Retire represents a single item asking the likelihood of an individual remaining for a full career (20 years).

A factor analysis was conducted using all the independent variables. Based on Hart (1999) where life domains were divided into work and non-work factors, a 2-factor solution was conducted (see Table 5). The Marriage/Intimate Relationship, Relation with Children, Health, and Standard of Living/Income impact items loaded primarily on Factor 1.

The Military Job satisfaction score, Shipboard Life satisfaction score, and Global QOL satisfaction scale all loaded on Factor 2. It is reasoned that One's Military Job is the *raison d'être* for individuals when they are at sea. Thus, it is not surprising that Satisfaction with Military Life is highly correlated with satisfaction with Shipboard Life and satisfaction with Global QOL and that they all loaded on the same dimension. Given this perspective, this dimension was labeled as Work Factors.

Table 5.
Loadings from a 2-Factor Solution Using Factor Analysis

Independent Variable	Type of Question	Factor	
		Personal	Work
Marriage/Intimate Relationship	Impact	.83	.15
Relation with Children	Impact	.86	.15
Personal Development	Impact	.67	.41
Health	Impact	.57	.38
Standard of Living/Income	Impact	.80	.18
Shipboard Life	Impact	.58	.47
Military Job	Impact	.47	.62
Military Job	Satisfaction	.26	.84
Shipboard Life	Satisfaction	.08	.80
Global QOL	Satisfaction	.25	.77

Note. $n = 598$.

The emergence of two factors may, in part, be an artifact of method in that Factor 1 comprised impact items and Factor 2 comprised satisfaction items for the most part. The two factors also differ conceptually, and thus cannot be explained solely on the basis of method.

The Personal Development impact item loaded on both factors but because it dealt with personal development, as opposed to professional development, it seems to belong more appropriately on Factor 1. Factor 1 was labeled as Personal Factors.

Both the Military Job and Shipboard Life impact items loaded on both factors (Personal Factors and Work Factors). It would seem, especially for married Sailors with children, that conducting their jobs at sea would also be a "personal factor" since they are separated from their family. Also, since Shipboard Life encapsulates both the work and personal aspects of a Sailor's life, it is not surprising that this domain loaded on both factors.

Table 6 presents the intercorrelations among the dependent variables. All correlations were significant ($p < .001$), with the lowest being .28 and the highest being .73.

Table 6.
Intercorrelations among Dependent Variables

Measure	Global QOL Scale	Organizational Commitment Scale	Remain: At Next Decision
Global QOL Scale	—	—	—
Organizational Commitment Scale	.46	—	—
Remain: At Next Decision	.31	.42	—
Remain: Until Retire	.28	.48	.73

Note. n = 611-717.

Model development went through several iterations. In all cases, however, Global QOL was treated as an exogenous variable based on the factor analysis rather than a mediating variable as in previous studies. In exploratory SEM analyses, it was found that two items, in particular, were better measures of the latent construct, Organizational Commitment, than the Organizational Commitment Scale. These two items were: "The Navy is the best of all places for me to work", and, "Being a Sailor is worth personal sacrifice."

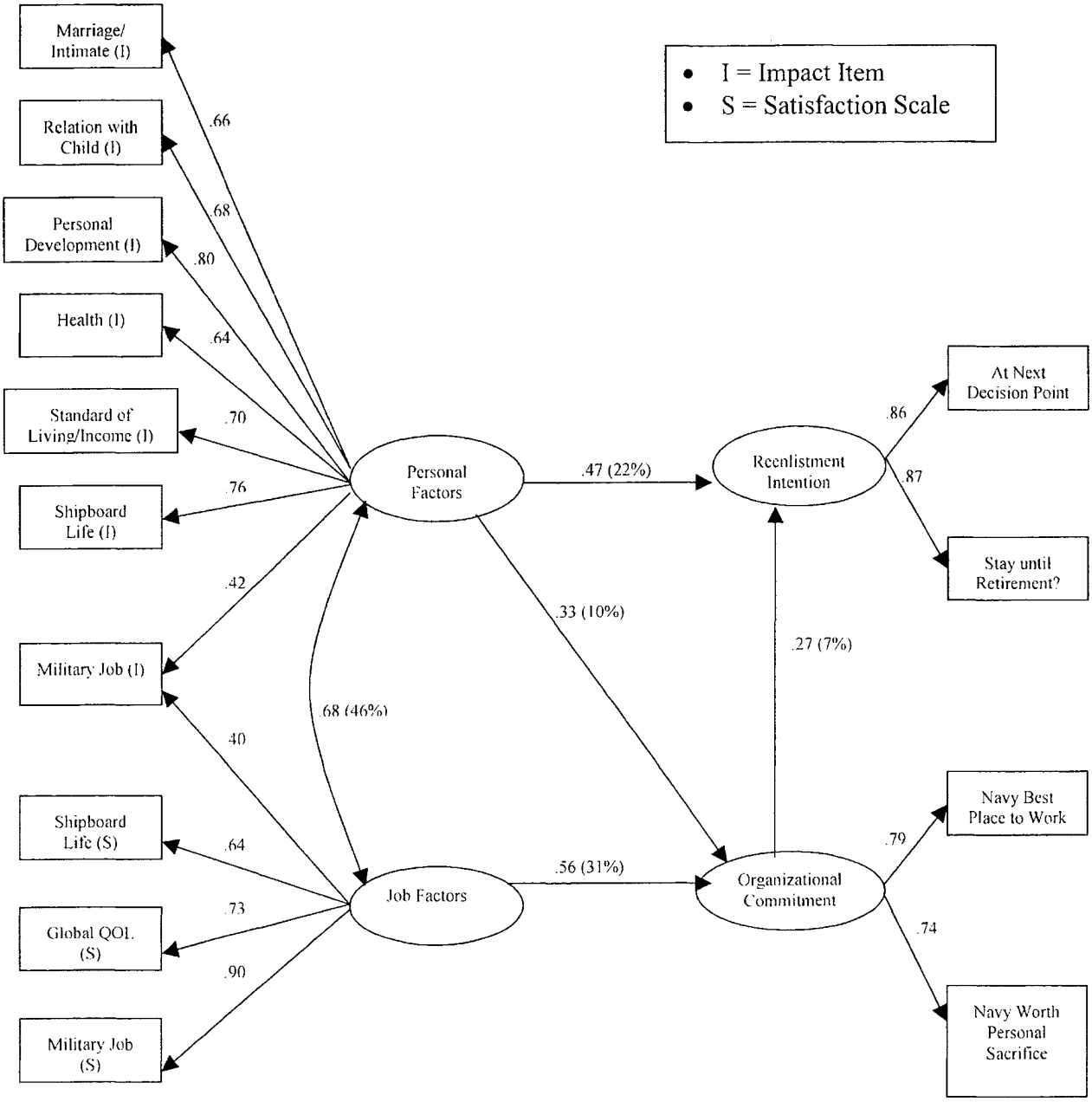
Figure 2 presents the proposed model and the obtained parameter estimates and factor loadings (χ^2 = 116, df = 66, $p < .001$). As mentioned, χ^2 is very sensitive to sample size. Thus, researchers rely more on fit index results. Table 7 presents the results for fit indices in one column and the desired result in the second column in order to conclude that the model fits the data. All the obtained values are close to or match the desired result. Further, the AIC index yielded 194 for the proposed model versus 210 for the saturated model. Thus, it was concluded that results were consistent with the proposed model.

Table 7.
Married Enlisted Parents, Developmental Model:
Actual Versus Desired Fit Index Results

Fit Index	Actual Result	Desired Result
CMIN/DF	1.8	$\leq$ 3.0
Root Mean Square Residual (RMR)	.05	$\leq$ .05
Adjusted Goodness of Fit Index (AGFI)	.96	Close to .99
DELTA1 Normed Fit Index (NFI)	.98	Close to 1.0
Comparative Fit Index (CFI)	.99	Close to 1.0
Root Mean Square Approximation (RMSEA)	.04	$\leq$ .05

Note. n = 673.

Figure 2. Developmental Model for Married Enlisted with Children.



All paths shown in the figure among the latent variables were significant ($p < .01$). Personal Factors was found to be related to Reenlistment Intention, accounting for 22 percent of its variance (parameter estimate = .47). Personal Factors was related to Organizational Commitment, accounting for 10 percent of its variance. Job Factors was related to Organizational Commitment, accounting for 31 percent of its variance (parameter estimate = .56), but it was not significantly related to Reenlistment Intentions. Organizational Commitment was related to Reenlistment Intentions, accounting for 7 percent of its variance (parameter estimate = .27). In short, Job Factors was indirectly related to Reenlistment Intentions through Organizational Commitment.

Regarding the exogenous measurement model, the numbers presented above the paths leading from Personal Factors and Job Factors are interpreted as factor loadings. The Personal Development impact item represented the best measure of the latent construct of Personal Factors and the best predictor of Reenlistment Intention, although the Standard of Living/Income impact item fared nearly as well. The Military Job satisfaction score represented the best measure of Job Factors and the best predictor of Commitment to the Navy.

Regarding the endogenous measurement model, the factor loadings for the two reenlistment items and the two organizational commitment items were high—attesting to the amount of true variance they accounted for in their respective latent constructs.

Tests of Developmental Model

When the developmental model was tested on unmarried first termers without any children, a significant chi-square was obtained ($\chi^2 = 74$, df = 50, $p < .05$). Results indicated that the fit index for Adjusted Goodness of Fit Index (AGFI) was a little low, but, on the whole, the results indicated that the model fit the data well (See Table 8). Also supporting this conclusion were the findings for the AIC fit index: The obtained result for the proposed model—156—was lower than that obtained for the saturated model—182. It should be noted that although the model was developed on married enlisted Sailors *with* children, it was robust enough to be supported for enlisted first termers *without* children (see Figure 3).

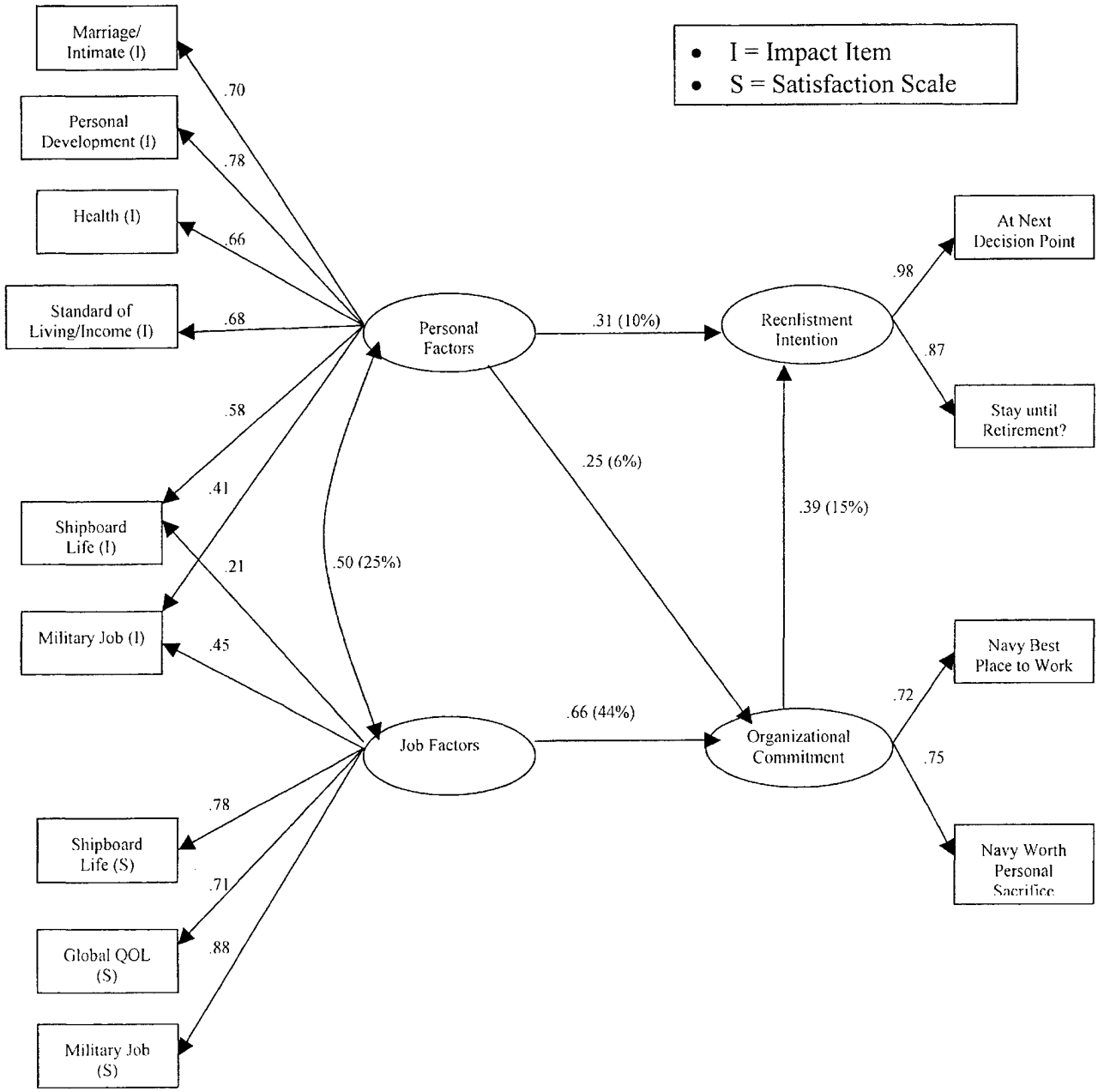
Table 8.
Unmarried Enlisted First Termers without Children:
Actual Versus Desired Fit Index Results

Fit Index	Actual Result	Desired Result
CMIN/DF	1.5	≤ 3.0
Root Mean Square Residual (RMR)	.05	$\leq .05$
Adjusted Goodness of Fit Index (AGFI)	.94	Close to .99
DELTA1 Normed Fit Index (NFI)	.97	Close to 1.0
Comparative Fit Index (CFI)	.99	Close to 1.0
Root Mean Square Approximation (RMSEA)	.04	$\leq .05$

Note. $n = 673$.

All paths shown in Figure 3 among the latent variables were significant ($p < .01$). Personal Factors was found to be related to Reenlistment Intention, accounting for 10 percent of its variance (parameter estimate = .31). Personal Factors was related to Organizational Commitment, accounting for 6 percent of its variance (parameter estimate = .25). Job Factors was related to Organizational Commitment, accounting for 44 percent of its variance (parameter estimate = .66), yet it was unrelated to Reenlistment Intention. Organizational Commitment was related to Reenlistment Intention, accounting for 15 percent of its variance (parameter estimate = .39).

Figure 3. Test of Model on Unmarried Enlisted First Termers without Children.



Based on the factor loadings in the exogenous measurement model, the Personal Development impact item is the best measure of Personal Factors and the best predictor of Reenlistment Intentions. The Military Job satisfaction score represented the best measure of Job Factors and the best predictor of Organizational Commitment.

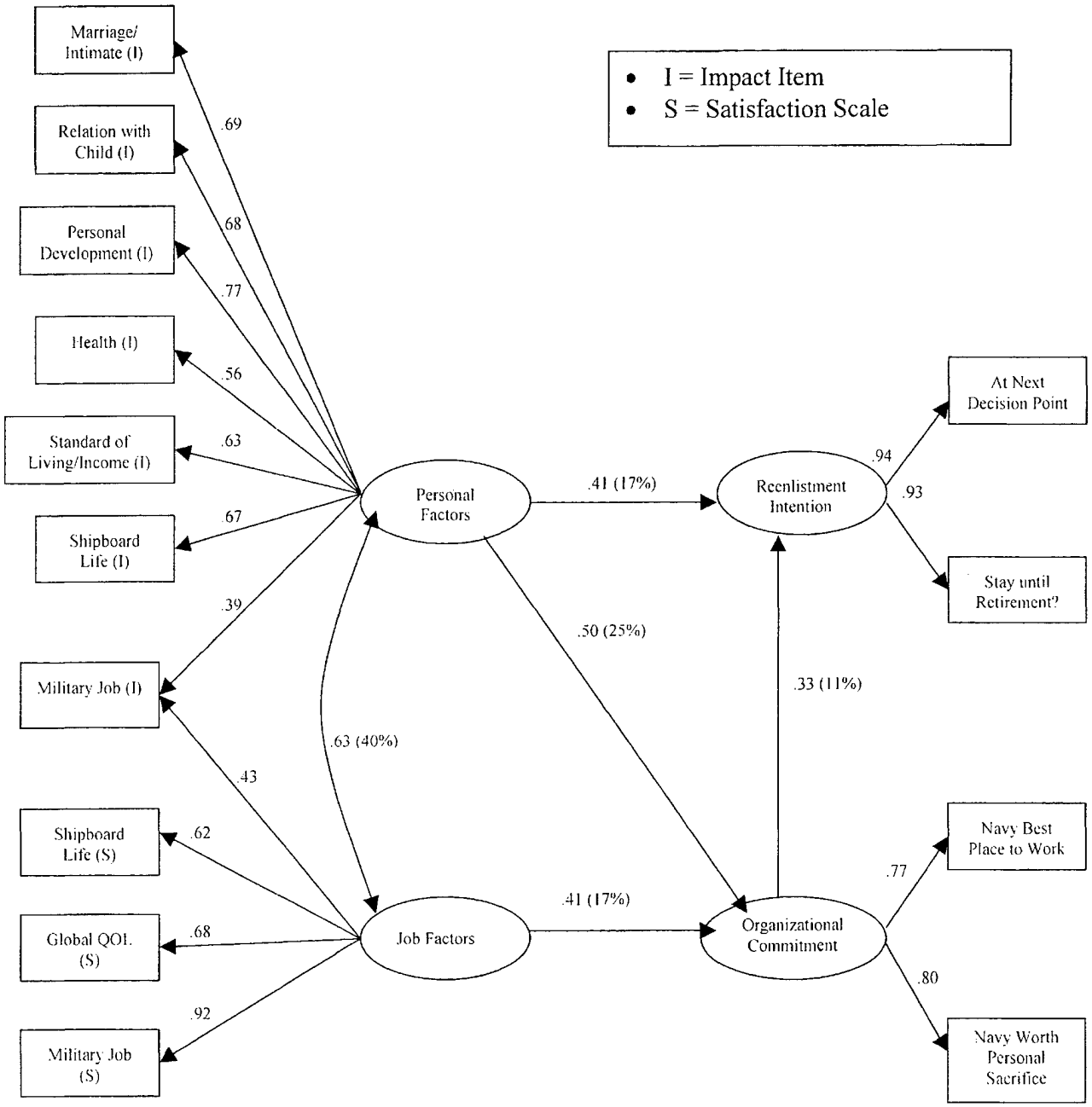
The second test of the developmental model was done on the enlisted target retention group ($\chi^2 = 80$, df = 58, $p < .05$). Individuals in this group were a subsample of the enlisted married with children sample that was used to develop the model in the first place. As such, they shared some of the same characteristics as those individuals. However, they also had distinctive characteristics of their own because they represented only paygrades E4–E6 with less than 11 years of active service. With the exception of the AGFI index, results were within the range of desired results (See Table 9). Further, the results for the AIC index supported the model. That is, the result for the proposed model —174—was smaller than that obtained for the saturated model—210. In short, the results overall are consistent with the proposed model (see Figure 4).

Table 9.
Enlisted Target Retention Group: Actual Versus Desired Fit Index Results

Fit Index	Actual Result	Desired Result
CMIN/DF	1.4	≤ 3.0
Root Mean Square Residual (RMR)	.05	$\leq .05$
Adjusted Goodness of Fit Index (AGFI)	.93	Close to .99
DELTA1 Normed Fit Index (NFI)	.97	Close to 1.0
Comparative Fit Index (CFI)	.99	Close to 1.0
Root Mean Square Approximation (RMSEA)	.04	$\leq .05$

Note. $n = 289$.

Figure 4. Test of the Model on the Enlisted Target Retention Group



Discussion

Present and Past Models

The model created in this research is the first one developed for *Navy* personnel that quantitatively links QOL domains directly with reenlistment intentions. A previous attempt (Craiger & Weiss, 1997) to confirm this relationship using Global QOL as a mediating variable was unsuccessful. SEM analyses failed to reach a solution, thereby having to be run in two segments (i.e., first examining the relationship between life domains and Global QOL and then examining the relationship between Global QOL and the outcome items). The present model is parsimonious and arrives at a solution that can be applied to several marital and family status groups. Specifically, results indicated that two factors, Personal Factors and Work Factors, represent the overarching structure of life needs in predicting retention intent. Of the two life need areas or factors, the Personal Factor best predicts Sailor retention intent. Domains that contributed to this predictive relationship include (among others) Personal Development, Marriage/Intimate Relationship, Relationship with One's Children, and Shipboard Life. The domains of One's Military Job and Shipboard Life comprised the Work Factor area, which predicted retention intentions indirectly through organizational commitment.

Implications

These findings, if replicated in the upcoming Navy QOL Survey, could have important implications for Navy policy, programming, and retention initiatives. For example, since Personal Factors emerged as a better predictor of retention intent than Work Factors, more emphasis could be placed on increasing Sailor satisfaction in selected personal life areas with hopes of affecting a Sailor's retention decision (e.g., promoting personal development with greater emphasis on off-duty education and job-related training that might increase a Sailor's feelings of personal/professional growth and development).

This study provides the Navy with a comprehensive, data-based picture of the life needs that are impacting our junior Sailors and their families. There is often a significant gap between the generation that represents Navy leadership and the generation of junior Sailors (whether they are officer or enlisted). We use data from youth attitude surveys to gain insights as to what the most important needs of our recruiting pool might be. Data from the Navy QOL survey can help us better understand the life needs of our junior workforce–what our junior Sailors are satisfied with, what they are dissatisfied with, what impacts their retention decision, and what has less of an impact on their retention decision.

Additionally, the measurement of life needs incorporates two essential factors: satisfaction with the life need and importance of that life need in impacting the outcome of interest (in this case, retention intent). Collecting satisfaction data allows the Navy to track satisfaction with a life need regardless of its impact on retention plans. If one were to solely rely on assessing life need importance, one might overlook life needs that Sailors are highly satisfied or dissatisfied with. For example, results suggest that housing

(whether it be Navy Housing or civilian housing) does not significantly impact retention intent. By neglecting to collect data on satisfaction with housing we would lose the ability to identify aspects of housing that Sailors are particularly satisfied or dissatisfied with. Conversely, if one were to only collect life need satisfaction data, we would know what Sailors are satisfied with, but would not know if that life need impacts retention.

Quality of Service

CNO Admiral Vernon Clark emphasized the importance of maintaining QOL in order to enhance mission and combat readiness: "In the Fleet they're talking about quality of service. Quality of service is the combination of quality of life and quality of work." He pledged "...to lead a Navy that holds quality of service for Sailors, for their quality of life and their quality of work, as a top priority in mission and combat readiness" (2000). To merge the results of this modeling study with the CNO's terminology, Quality of Service could be defined in the following way: Quality of Service = Quality of Personal Life (i.e., Personal Factors) + Quality of Work Life (i.e., Work Factors).

The upcoming Navy Quality of Life Survey will provide an opportunity to further define what each of these Quality of Service factors (i.e., Quality of Personal Life/Personal Factors and Quality of Work Life/Work Factors) means to Sailors. Additionally, upcoming research will help us better understand the life needs that make up these Quality of Service factors.

Qualifications and Future Efforts

Results in this exploratory study should be viewed with caution. There were two sampling problems. First, there was a problem with the address file used to mail surveys to Sailors. This error resulted in surveys only being mailed to Sailors who had been at their duty station for more a year. Second, convenience samples–rather than random samples–were used to supplement the mailout sample. Clearly, results need to be replicated on randomly drawn representative samples. Despite these limitations, the model makes good conceptual sense, strong goodness-of-fit results were obtained, and modeling results are consistent with the research literature.

Future research will focus on replicating these results using samples representative of the Navy by paygrade, marital status, and family status. Also, a domain/life need representing spiritual development will be added. Previous research excluded this life need in an effort to maintain a clear delineation between church and state. However, the U.S. military has long been a strong proponent of spiritual development (regardless of religious preference). Further, spiritual development is represented in life need assessments in the civilian research literature. For both of these reasons, it was therefore decided that spiritual well-being should be represented in the upcoming Navy Quality of Life Survey.

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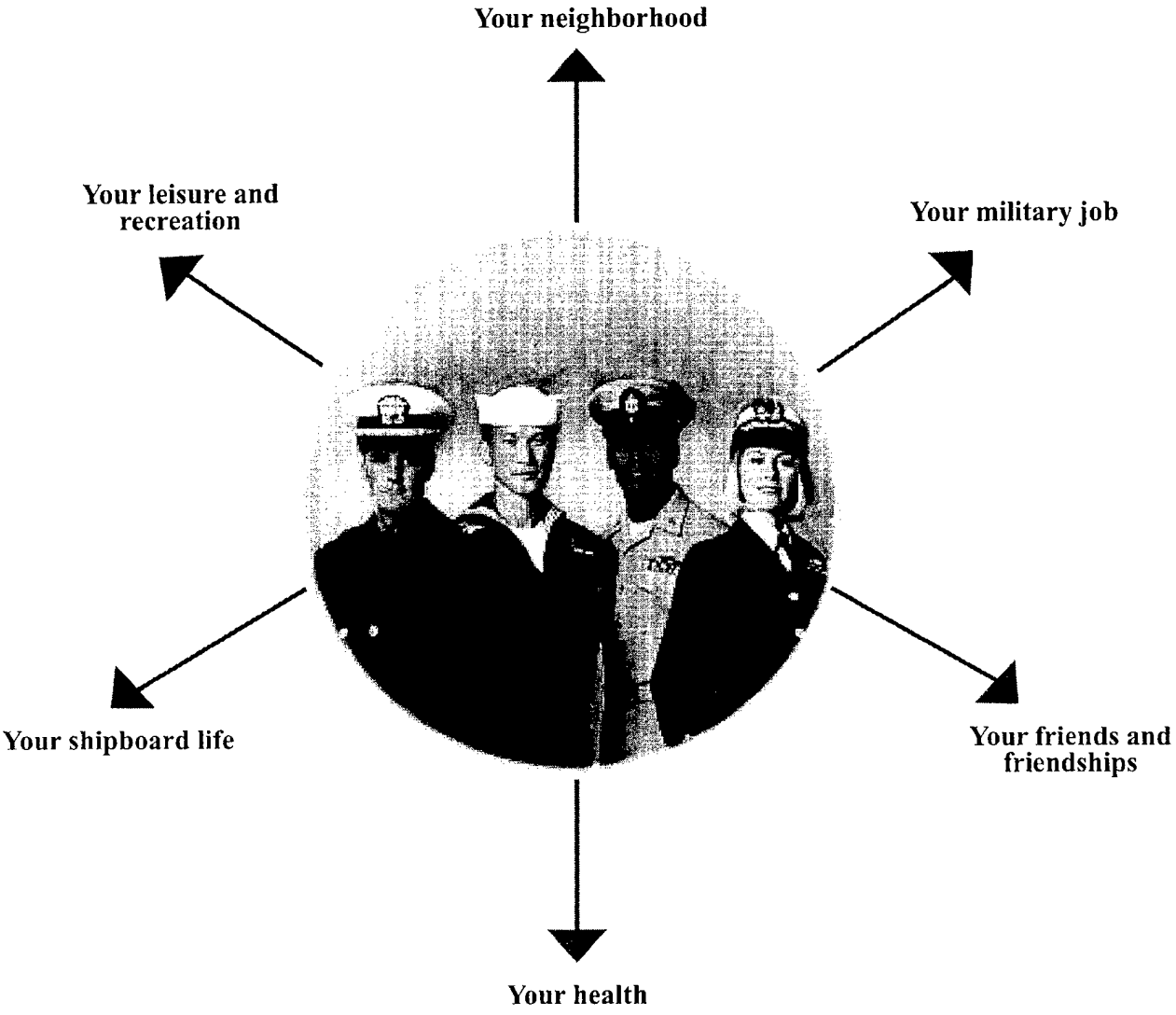
Appendix

1999 Navy Life Domains Questionnaire

1999
U. S. Navy Quality of Life Study
Life Domains Questionnaire



You work hard for our Navy and our country. Your valuable input into this QOL survey will help our Navy work harder for you.

This QOL study is conducted by the Navy Personnel Research and Development Center for
VADM Daniel T. Oliver, Chief of Naval Personnel

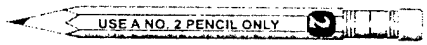
This survey concerns how you feel about your life. The questions ask about particular areas of life and about life as a whole. There are many aspects to life, and this survey attempts to cover the major ones for most people. Despite the survey length, we think you will find most of the questions interesting and easy to answer because they ask you about YOUR life. Because all people don't feel the same way about what happens to them in everyday life, there are no right or wrong answers.

We are interested in YOUR opinions. We hope you will answer each question carefully and frankly. Your answers will help us obtain an accurate assessment of the quality of life experienced by Navy personnel and how that affects their performance. However, your responses will never be singled out individually, and you are free to leave blank any question you do not wish to answer.

If you have any questions, please call:
Dr. Gerry Wilcove, DSN 553-9120 or (619) 553-9120, or
email:wilcove@nprdc.navy.mil
Navy Personnel Research and Development Center, San Diego, California
92152-7250

MARKING INSTRUCTIONS

* USE NO. 2 PENCIL ONLY.
* Do NOT use ink, ballpoint or felt tip pens.
* Erase cleanly and completely any changes you make.
* Make black marks that fill the circle.
* When applicable, write the numbers in the boxes at the top of the block.
* Do not make stray marks on the form.
* Do not fold, tear, or mutilate this form.



WRONG MARKS: ⊘ ⊗ ◒ ⊙

RIGHT MARK: ●

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purpose of this survey and of the uses to be made of the information collected. The Navy Personnel Research and Development Center may collect the information requested in this survey under the authority of Title 5, U.S. Code 301, and Title 10, U.S. Codes 3051 and 3052, and Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1700-5, which expires 31 Dec 2009.

The information collected in this survey will be used to evaluate existing and proposed policies, procedures, and programs in the Navy. The data will be analyzed and maintained by the Navy Personnel Research and Development Center.

Providing information is completely voluntary. All responses will be held in confidence. The information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual. The information will not become part of your permanent record and will not affect your career in any way. Personal identifiers will be used to conduct follow-on research that will examine the relationships between quality of life program use and satisfaction with perceptions of quality of life, retention, and readiness. Failure to respond to any questions will not result in any penalties except lack of your opinions in the survey results.

BACKGROUND

PERSONAL

1. **What date did you complete this survey?**

DATE					
MO.		DAY		YR.	
0 0		0 0		0 0	
1 1		1 1		1 1	
2 2		2 2		2 2	
3 3		3 3		3 3	
4		4 4		4 4	
5		5 5		5 5	
6		6 6		6 6	
7		7 7		7 7	
8		8 8		8 8	
9		9 9		9 9	

2. **What is your SSN?**

SOCIAL SECURITY NUMBER								
		–		–				
0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9

3. **Are you:**

- ○ Male
- ○ Female

4. **What was your age on your last birthday?**

Years

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
	8
	9

The answers for Questions 5 and 6 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

5. **What is your racial background?**

- ○ White
- ○ Black/African-American
- ○ Asian/Pacific Islander
- ○ American Indian/Alaska Native
- ○ Other

6. **What is your ethnic background?**

- ○ Mexican, Chicano, Mexican-American
- ○ Puerto Rican
- ○ Cuban
- ○ Other Spanish/Hispanic
- ○ Japanese
- ○ Chinese
- ○ Korean
- ○ Vietnamese
- ○ Asian-Indian
- ○ Filipino
- ○ Pacific Islander (Guamanian, Samoan, etc.)
- ○ Eskimo/Aleut
- ○ European
- ○ None of the above

7. **What is your marital status?**

- ○ Never been married
- ○ Married
- ○ Marrried but separated
- ○ Divorced
- ○ Widowed

8. **What is your spouse's employment situation?**

- ○ I do not have a spouse
- ○ My spouse is in the military
- ○ My spouse is self-employed
- ○ My spouse works in a civilian job part time
- ○ My spouse works in a civilian job full time
- ○ My spouse is unemployed by choice
- ○ My spouse is unemployed, but actively seeking employment

9. **Do you have any dependents?** ***(Mark ALL that apply.)***

- ○ No, I have no dependendents (skip to Question 13)
- ○ Spouse (non-military)
- ○ Dependent child(ren) living with me
- ○ Dependent child(ren) not living with me
- ○ Legal ward(s) living with me
- ○ Dependent parent(s) or other relative(s)

10. **Are there dependents age 21 or older living in your household?**

- ○ Yes
- ○ No

11. Are there children under the age of 21 living in your household?

- ○ Yes
- ○ No (skip to Question 13)

12. If yes to Question 11, how many children in each age group?

	AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP
a.	Under 6 weeks	① ② ③ ④ ⑤
b.	6 wks through 12 mos	① ② ③ ④ ⑤
c.	13 through 24 mos	① ② ③ ④ ⑤
d.	25 through 35 mos	① ② ③ ④ ⑤
e.	3 yrs through 5 yrs	① ② ③ ④ ⑤
f.	6 through 9 yrs	① ② ③ ④ ⑤
g.	10 through 12 yrs	① ② ③ ④ ⑤
h.	13 through 15 yrs	① ② ③ ④ ⑤
i.	16 through 20 yrs	① ② ③ ④ ⑤
j.	Over 20 yrs	① ② ③ ④ ⑤

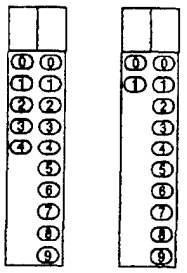
CAREER

13. What is your paygrade?

○ E-1	○ W-1	○ O-1
○ E-2	○ W-2	○ O-2
○ E-3	○ W-3	○ O-3
○ E-4	○ W-4	○ O-4
○ E-5	○ W-5	○ O-5
○ E-6		○ O-6
○ E-7	○ O-1E	○ O-7 or above
○ E-8	○ O-2E	
○ E-9	○ O-3E	

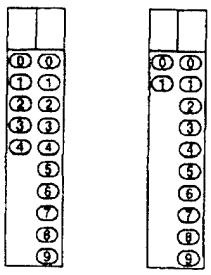
14. How long have you been in your present paygrade?

Years Months



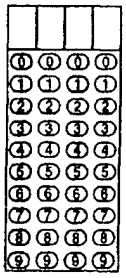
15. How long have you been on active duty in the Navy? (Fill in all columns; for example, 3 years = 03, and 9 months = 09)

Years Months



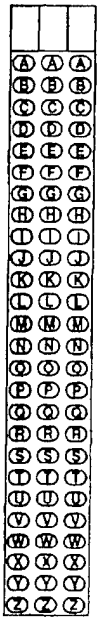
16. What is your designator? (Begin numbering in the LEFT column.)

- ○ Does not apply/I am enlisted



17. If you are a Chief Petty Officer, Petty Officer, or a DESIGNATED STRIKER (qualified to wear the rating badge), what is your rating (AW, ET, CTI, etc.)? *Only use your rating, not paygrade.* (Begin lettering in the LEFT column.)

- ○ Does not apply/I am an officer
- ○ Not designated/I am an AN/SN/FN (not a designated striker)



18. Are you in your first enlistment/extension or initial obligation?

- ○ Yes
- ○ No

19. At your next decision point, how likely is it that you will remain in the Navy?

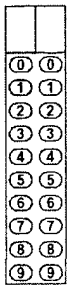
- ○ Very likely
- ○ Likely
- ○ Undecided
- ○ Unlikely
- ○ Very unlikely

20. Which of the following statements best describes your career intentions at this time?

- ○ I intend to remain in the Navy until eligible for retirement
- ○ I am eligible for retirement, but intend to stay in
- ○ I intend to stay in, but not until retirement
- ○ I'm not sure what I intend to do
- ○ I intend to leave the Navy as soon as I am able
- ○ I am eligible to retire and plan on retiring after this tour
- ○ I intended to remain on active duty, but I am being involuntarily separated

21. How long have you been in your present assignment/duty station?

Months



22. Are you accompanied by your dependents on your present assignment?

- ○ Does not apply, no dependents
- ○ Accompanied by some dependents
- ○ Accompanied by all dependents
- ○ Temporarily unaccompanied
- ○ Permanently unaccompanied by choice
- ○ Permanently unaccompanied because required by billet

23. If you are a "geographic bachelor" by choice, is it because of: *(Mark ALL that apply.)*

- ○ Does not apply
- ○ Spouse's job
- ○ Children's schools
- ○ Cost of living at this location
- ○ Moving costs for family
- ○ Inability to sell house at previous duty station
- ○ Personal preference of self or spouse
- ○ Some other reason

24. What is your current billet?

- ○ Shore duty, CONUS
- ○ Shore duty, overseas
- ○ Sea duty, CONUS
- ○ Sea duty, overseas
- ○ Other (e.g., neutral duty, Duty Under Instruction)

25. Where are you currently located?

- ○ Annapolis, MD
- ○ ASU Bahrain
- ○ Athens, GA
- ○ Bangor/Bremerton, WA
- ○ Brunswick/Bath, MA
- ○ Charleston, SC
- ○ China Lake, CA
- ○ Corpus Christi/Ingelside/Kingsville TX
- ○ Diego Garcia
- ○ Earle, NJ
- ○ Everette/Whidbey Island/Seattle, WA
- ○ Fallon, NV
- ○ Gaeta, Italy
- ○ Great Lakes/Glenview, IL
- ○ Guam
- ○ Guantanamo Bay, Cuba
- ○ Hawaii/Pearl Harbor
- ○ Jacksonville/Mayport, FL/Kings Bay, GA
- ○ Keflavik, Iceland
- ○ Key West, FL
- ○ La Maddalena, Italy
- ○ Lakehurst, NJ
- ○ Lemoore, CA
- ○ Millington, TN
- ○ Monterey, CA
- ○ Naples, Italy
- ○ New London/Groton, CT
- ○ New Orleans, LA
- ○ Newport, RI
- ○ Norfolk/Little Creek/Dam Neck/Portsmouth/ Tidewater Area, VA
- ○ Pascagoula/Gulfport/Biloxi/Meridian, MS
- ○ Patuxent River, MD
- ○ Pensacola/Panama City, FL
- ○ Port Huenneme/Point Mugu, CA
- ○ Puerto Rico, Roosevelt Roads
- ○ Rota, Spain
- ○ San Diego/Camp Pendleton, CA
- ○ San Francisco/Bay Area, CA
- ○ Sasebo/Yokosuka, Japan
- ○ Sigonella, Sicily
- ○ Washington, DC/Bethesda, MD/Northern VA - Metro DC Beltway Area
- ○ Yorktown, VA
- ○ Other

26. Are you presently on deployment (i.e., scheduled time away from homeport for 90 days or more)?

- ○ Yes
- ○ No

27. How many days total have you been away from homeport during the last 12 months?

- ○ None
- ○ 1-30 (one month or less)
- ○ 31-60 between one and two months)
- ○ 61-120 (between two and four months)
- ○ 121-180 (between four and six months)
- ○ 181-240 (between six and eight months)
- ○ More than 240 days (nine months or more)

28. **How many times have you been deployed (i.e., scheduled time away from homeport for 90 days or more) during the last 5 years?**

- ○ None
- ○ One
- ○ Two
- ○ Three
- ○ Four or more

29. **To what type of ship/activity are you currently assigned? (Select ALL that apply.)**

- ○ **Does not apply**
- ○ Afloat staff
- ○ Aviation Squadron
- ○ Carrier-based Aviation Squadron/Detachment
- ○ Aircraft Carrier
- ○ Cruiser
- ○ Destroyer types (includes frigates)
- ○ Minecraft
- ○ Submarine
- ○ Tender/Repair ship
- ○ Reserve Unit
- ○ Service Force ship
- ○ Amphibious ship
- ○ Amphibious craft
- ○ Other

30. **Were you promoted within the past 12 months?**

- ○ Yes
- ○ No
- ○ Not eligible

31. **If you are an officer, what is your advancement status?**

- ○ Does not apply, not an officer
- ○ Not eligible for promotion
- ○ Selected for promotion
- ○ Failed to select once
- ○ Failed to select twice or more

32. **If you are enlisted, how many times have you tested for advancement for your next paygrade?**

- ○ Does not apply, not enlisted
- ○ Not eligible for advancement
- ○ 1-3 times
- ○ 4-6 times
- ○ 7-10 times
- ○ 11 or more times

Now we are going to ask you a number of questions about your quality of life and how you feel about your life. Some questions will ask about your life overall and others concern specific areas of your life, such as your job or the neighborhood where you live. Answer in terms of your SITUATION AT THIS TIME or your EXPERIENCES AT YOUR CURRENT ASSIGNMENT, unless the questions ask you to consider a different period of time.

LIFE AS A WHOLE

1. **First, which point on the scale below best describes how you feel about your life as a whole at this time?**

- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

2. **Below are some words that can apply to how you feel about your life as a whole. For example, if you think your life is very boring, blacken the circle closest to "boring"; if you think your life is very interesting, blacken the circle closest to "interesting." If your life falls somewhere in between, blacken one of the circles in between to indicate how boring or interesting you think your life is.** ***Blacken one circle for every line.***

Boring	○	○	○	○	○	Interesting
Enjoyable	○	○	○	○	○	Miserable
Useless	○	○	○	○	○	Worthwhile
Friendly	○	○	○	○	○	Lonely
Full	○	○	○	○	○	Empty
Discouraging	○	○	○	○	○	Hopeful
Disappointing	○	○	○	○	○	Rewarding

3. **Which of the following best describes how you think of your life at this time?**

- ○ An ideal kind of life for me
- ○ What I most want my life to be
- ○ The best kind of life I am able to have now
- ○ A good enough life for now
- ○ A tolerable life for now
- ○ An unsatisfactory kind of life
- ○ A miserable life

YOUR RESIDENCE

Please answer the following questions about the place where you are now living at your permanent duty station.

1. **Overall, how do you feel about your residence (or quarters) where you now live.**

   ○ Terrible
   ○ Unhappy
   ○ Mostly unhappy
   ○ Neither unhappy nor pleased
   ○ Mostly pleased
   ○ Pleased
   ○ Delighted

2. **Which of the following best describes the place where you now live?**

   ○ Bachelor Quarters (BEQ or BOQ)
   ○ Military family housing on base
   ○ Military family housing in the civilian community
   ○ Personally-owned housing in the civilian community
   ○ Personally-rented housing in the civilian community
   ○ Shared rental housing in the civilian community
   ○ Mobile home
   ○ Aboard ship
   ○ Other

3. **If you live in civilian housing, how much is your monthly rent or mortgage payment?** ***(If you share housing, list the amount YOU pay.)***

   ○ Does not apply, not in civilian housing

   Dollars

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

4. **How well does the Basic Allowance for Housing (BAH) meet your housing needs?**

   ○ Does not apply
   ○ Exceeds my needs
   ○ Meets my needs
   ○ Does not fully meet my needs
   ○ Does not meet my needs

5. **How many rooms are in your residence, not counting bathrooms and hallway?** ***(Count attic or basement only if it is finished and furnished.)***

   ○ Does not apply, in BEQ/BOQ or on ship
   ○ One
   ○ Two
   ○ Three
   ○ Four
   ○ Five
   ○ Six
   ○ Seven
   ○ Eight or more

6. **How many adults live in your house or apartment?**

   ○ Does not apply, in BEQ/BOQ or on ship
   ○ One
   ○ Two
   ○ Three
   ○ Four
   ○ Five
   ○ Six
   ○ Seven
   ○ Eight or more

7. **Please darken the circle that best indicates how satisfied or dissatisfied you are with various aspects of your housing (e.g., apartment, house, boat, condo, barracks).**

   ○ Does not apply, live aboard ship

   How satisfied are you with:

	Completely dissatisfied	Dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
a. The **attractiveness** of your housing?	○	○	○	○	○	○	○
b. The **convenience of the layout** of your housing?	○	○	○	○	○	○	○
c. The **convenience of the amenities** in your housing (e.g., appliances)?	○	○	○	○	○	○	○
d. The **privacy** of your housing?	○	○	○	○	○	○	○
e. The **amount of space** in your housing?	○	○	○	○	○	○	○
f. The **location** of your housing?	○	○	○	○	○	○	○
g. The **comfort** of your housing (e.g., is it too hot, too cold, too noisy)?	○	○	○	○	○	○	○
h. The **condition** of your housing (is it well maintained)?	○	○	○	○	○	○	○
i. The **cost** of your housing?	○	○	○	○	○	○	○
j. Your residence **overall**, considering all aspects of your housing?	○	○	○	○	○	○	○

8. **Suppose you were not in the Navy. How do you think the residence you live in now would compare to the one you might have in civilian life? My present residence is:**

   ○ A lot worse
   ○ Considerably worse
   ○ A little worse
   ○ About the same
   ○ A little better
   ○ Considerably better
   ○ A lot better

9. **Would you say your present residence is better or worse than places you lived while you were growing up? My present residence is:**

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

10. **What effect does your housing have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

11. **What effect does your current housing have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

YOUR NEIGHBORHOOD

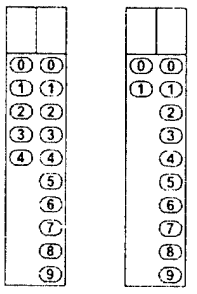
Please answer the following questions about the place where you are now living at your permanent duty station. If you are in bachelor quarters, neighborhood refers to the immediate area around your quarters.

1. **Overall, how do you feel about your neighborhood?**

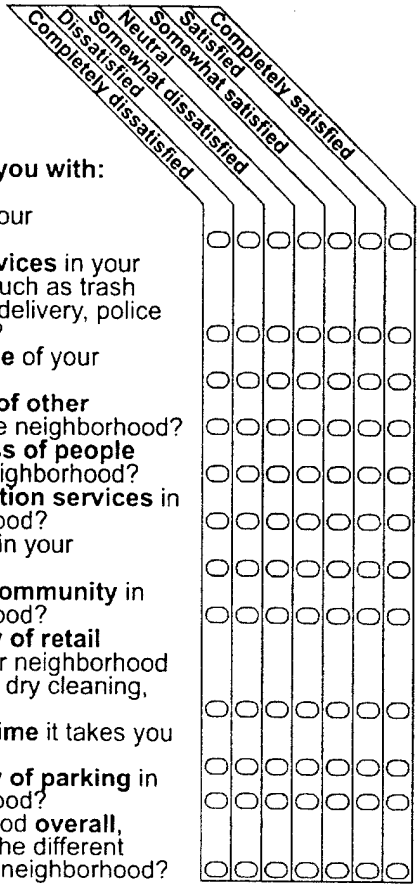
- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

2. **How long have you lived in this neighborhood?**

Years | Months



3. **Please darken the circle that shows best how satisfied or dissatisfied you are with various aspects of your neighborhood.**



How satisfied are you with:

a. The **safety** of your neighborhood?
b. The **public services** in your neighborhood such as trash collection, mail delivery, police protection, etc.?
c. The **appearance** of your neighborhood?
d. The **condition of other dwellings** in the neighborhood?
e. The **friendliness of people** living in your neighborhood?
f. The **transportation services** in your neighborhood?
g. The **racial mix** in your neighborhood?
h. The **sense of community** in your neighborhood?
i. The **availability of retail services** in your neighborhood (e.g., groceries, dry cleaning, etc.)?
j. The **length of time** it takes you to get to work?
k. The **availability of parking** in your neighborhood?
l. The neighborhood **overall**, considering all the different aspects of your neighborhood?

4. **Suppose you were not in the Navy. How does this neighborhood compare to the neighborhood where you think you would live as a civilian? My present neighborhood is:**

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

5. **Compared to the neighborhood(s) where you lived when you were growing up, is this neighborhood better or worse? My present neighborhood is:**

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

6. **What effect does the neighborhood where you live have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

7. **What effect does the neighborhood where you live have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

LEISURE AND RECREATION

Questions in this section have to do with the way you spend your leisure time and the recreational opportunities available to you.

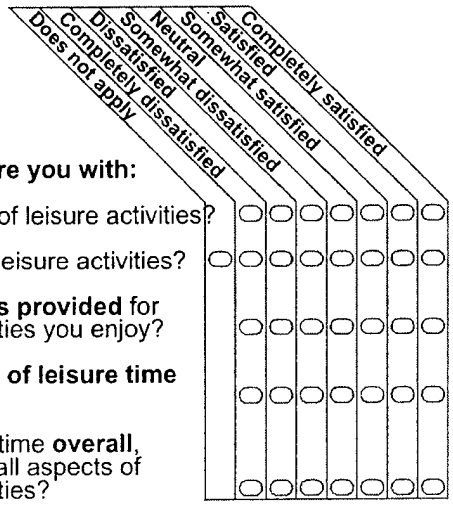
1. **Please show how you feel about the things you do now in your leisure time.**

- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

2. **Do you generally prefer leisure activities:**

- ○ That you do by yourself
- ○ That you share with others

3. **Indicate how satisfied or dissatisfied you are with the way you spend your leisure time.**



How satisfied are you with:

a. The **variety** of leisure activities?
b. The **cost** of leisure activities?
c. The **facilities provided** for leisure activities you enjoy?
d. The **amount of leisure time** you have?
e. Your leisure time **overall**, considering all aspects of leisure activities?

4. **Suppose you were not in the Navy. How do you think the leisure activities you have now might compare with those you would have as a civilian? My present leisure activities are:**

- ○ N/A, first assignment
- ○ Much less enjoyable
- ○ Considerably less enjoyable
- ○ A little less enjoyable
- ○ About the same
- ○ A little more enjoyable
- ○ Considerably more enjoyable
- ○ Much more enjoyable

5. **Compared to other places where you have been stationed since joining the Navy, do you find your leisure activities at this station more enjoyable or less enjoyable? My present leisure activities are:**

- ○ N/A, first assignment
- ○ Much less enjoyable
- ○ Considerably less enjoyable
- ○ A little less enjoyable
- ○ About the same
- ○ A little more enjoyable
- ○ Considerably more enjoyable
- ○ Much more enjoyable

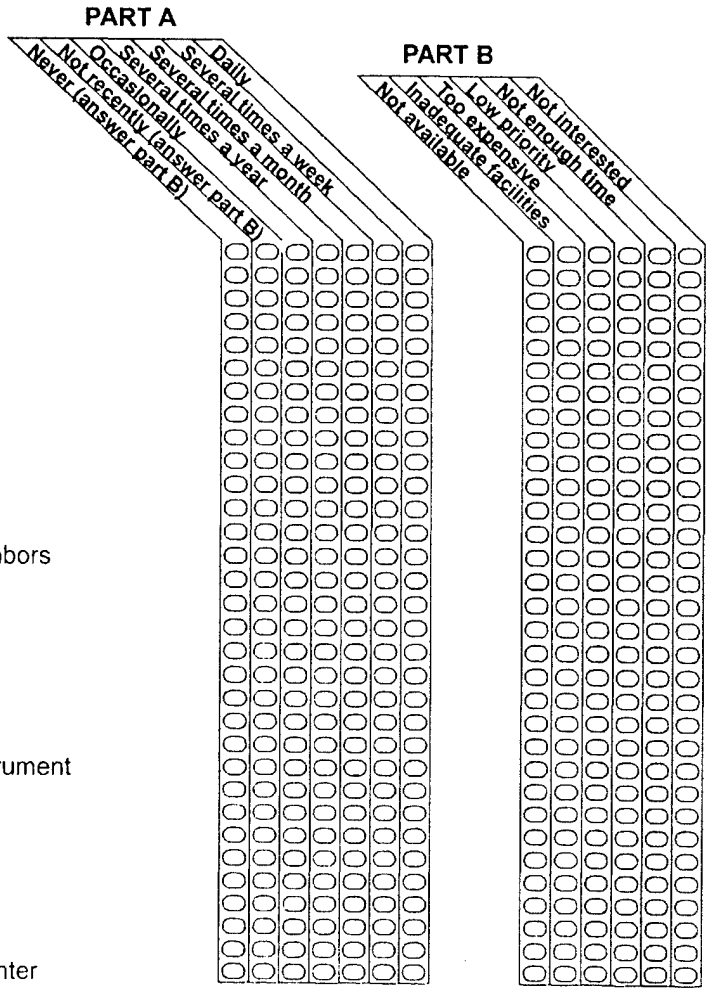
6. **What effect do leisure activities have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

7. **What effect do leisure activities have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

8. **Please look at this list of activities that people might do in their spare time. Indicate how often you participate in each of these activities. If you haven't recently participated in an activity, indicate the reason (i.e., if you are deployed, you would mark "Not available" for activities not found aboard ship).**



a. Participating in active sports
b. Working out, running
c. Swimming
d. Watching sports events
e. Golfing
f. Tennis and racquet sports
g. Sailing
h. Outdoor activities (e.g., camping, hiking)
i. Fishing, boating
j. Dining out
k. Picnics, pleasure drives
l. Watching movies
m. Going to clubs, bars, etc.
n. Spending time with friends, relatives, neighbors
o. Going to club meetings, activities
p. Participating in church activities
q. Playing cards, indoor games
r. Going to classes or lectures
s. Going to concerts, plays, etc.
t.. Going to museums, exhibits, etc.
u. Gardening or working around the yard
v. Making or fixing things
w. Working on hobbies, painting, musical instrument
x. Volunteering
y. Shopping (except for groceries)
z. Reading
aa. Watching TV, playing video games
bb. Listening to music
cc. Studying
dd. Socializing with friends
ee. Playing computer games
ff. Using the Library Multimedia Resource Center

If you are currently deployed (i.e., scheduled time away from homeport for 90 days or more) or live aboard ship, continue with SHIPBOARD LIFE. Otherwise, skip to HEALTH on Page 11.

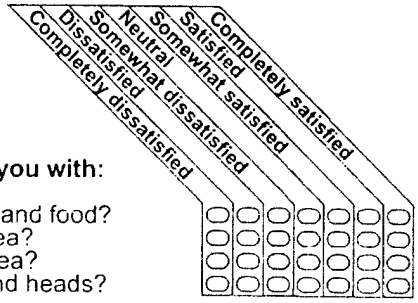
SHIPBOARD LIFE

Please answer the following questions about living conditions aboard the ship you are serving on.

1. **Overall, how do you feel about living conditions aboard this ship?**

○ Terrible
○ Unhappy
○ Mostly unhappy
○ Neither unhappy nor pleased
○ Mostly pleased
○ Pleased
○ Delighted

2. **Overall, how satisfied are you with each of the following areas?**



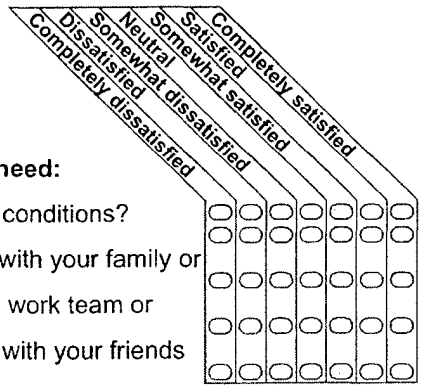
How satisfied are you with:

a. The mess area and food?
b. The working area?
c. The berthing area?
d. The showers and heads?

3. **For each of the conditions below, select and blacken the circle which comes closest to decribing the way things are overall on your ship.**

a. **Lighting** Too dim	○	○	○	○	○	Too bright
b. **Temperature** Too hot	○	○	○	○	○	Too cold
c. **Ventilation** Poor	○	○	○	○	○	Good
d. **Cleanliness** Dirty	○	○	○	○	○	Clean
e. **Odor** Unpleasant	○	○	○	○	○	Pleasant
f. **Size** Cramped	○	○	○	○	○	Roomy
g. **Noise** Annoying	○	○	○	○	○	Acceptable
h. **Safety** Hazardous	○	○	○	○	○	Safe
i. **Color** Unpleasant	○	○	○	○	○	Pleasant

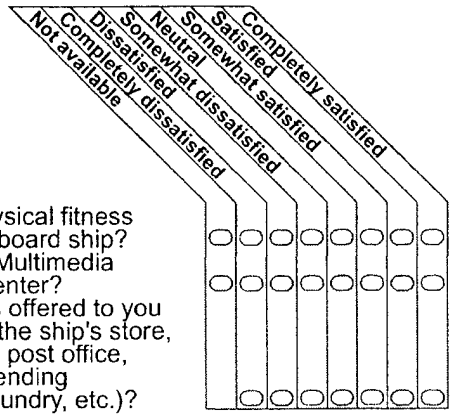
4. **Some of your needs have to do with people. How satisfied are you that your needs are being met aboard ship?**



Specifically, your need:

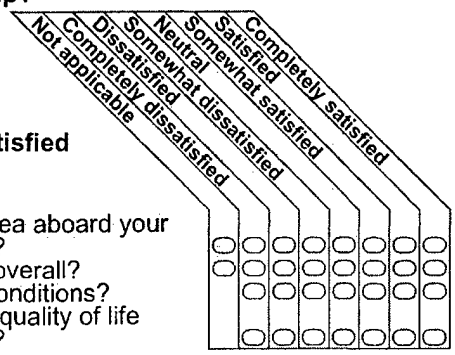
a. For uncrowded conditions?
b. For privacy?
c. To get in touch with your family or friends ashore?
d. To feel part of a work team or division?
e. To get together with your friends aboard ship?

5. **How satisfied are you with:**



a. The gym/physical fitness equipment aboard ship?
b. The Library Multimedia Resource Center?
c. The services offered to you on the ship (the ship's store, barber shop, post office, snack bar, vending machines, laundry, etc.)?

6. **How do you feel overall about your current time aboard ship?**



That is, how satisfied are you with:

a. Your life at sea aboard your current ship?
b. Your cruise overall?
c. Shipboard conditions?
d. Your overall quality of life aboard ship?

7. **What effect does your current shipboard life have on your job performance?**

○ Very positive effect
○ Positive effect
○ No effect
○ Negative effect
○ Very negative effect

8. **What effect does your current shipboard life have on your plans to remain in the Navy?**

○ Very positive effect
○ Positive effect
○ No effect
○ Negative effect
○ Very negative effect

HEALTH

The items in the following section are all related to your health and to health benefits.

1. **Please indicate how you feel about the state of your health.**

○ Terrible
○ Unhappy
○ Mostly unhappy
○ Neither unhappy nor pleased
○ Mostly pleased
○ Pleased
○ Delighted

2. **What was your most recent PRT grade?**

○ Waived
○ Outstanding
○ Excellent
○ Good
○ Satisfactory
○ Failed

3. **Does your command make physical fitness a priority (e.g., it makes time for physical training)?**

○ Yes
○ No

4. **How long would it take you to get to a 24-hour military medical facility from your residence?**

- ○ N/A
- ○ About 5 minutes
- ○ 6 to 20 minutes
- ○ 21 to 40 minutes
- ○ 41 minutes to an hour
- ○ More than 1 hour

5. **How many work days did you miss because of illness or injury in the past year?**

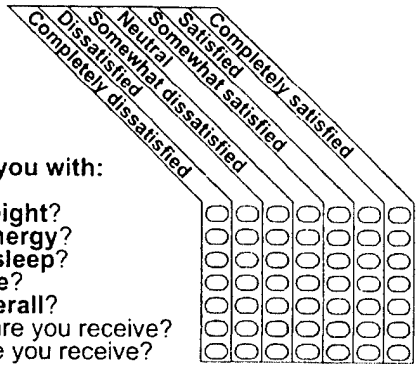
Days

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

6. **Are you a tobacco user (cigarettes, cigars, pipes, smokeless tobacco, etc.)?**

- ○ Yes
- ○ No

7. **Please use this scale to indicate how satisfied or dissatisfied you are with various aspects of your state of health.**



How satisfied are you with:

a. Your current **weight**?
b. Your **level of energy**?
c. **How well you sleep**?
d. Your **endurance**?
e. Your **health overall**?
f. The **medical** care you receive?
g. The **dental** care you receive?

8. **If you were not in the Navy, do you think your health would be better or worse?**

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

9. **To what extent has the Navy's emphasis on fitness helped to promote in you a healthier lifestyle?**

- ○ Not at all
- ○ Very little
- ○ A little
- ○ Somewhat
- ○ A lot
- ○ Quite a lot
- ○ A great deal

10. **What effect does your state of health have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

11. **What effect does your state of health have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

12. **What effect does your medical care have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

13. **What effect does your medical care have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

Answer Questions 14 through 24 ONLY if you have dependents. If you do not have dependents, go to the next section, <u>FRIENDS AND FRIENDSHIPS</u> on Page 13.

14. **What type of medical insurance/medical care do your dependents use most often?**

- ○ Don't know
- ○ Military medical facilities
- ○ TRICARE Prime
- ○ TRICARE Extra
- ○ TRICARE Standard (CHAMPUS benefit)
- ○ Group HMO
- ○ Group fee-for-service policy
- ○ Private HMO
- ○ Private fee-for-service policy
- ○ Other

15. **Do you have CHAMPUS or TRICARE supplemental insurance coverage?**

- ○ Don't know
- ○ Yes
- ○ No

16. **Which of your dependents, if any, has special medical needs (e.g., disabilities and/or medical conditions requiring special care)?** ***(Mark ALL that apply.)***

- ○ None of my dependents has special needs
- ○ My spouse
- ○ Dependent child(ren) living with me
- ○ Dependent child(ren) not living with me
- ○ Legal ward(s) living with me
- ○ Dependent parent(s) or other relative(s)

17. **How satisfied are you with the medical care received by your dependents?**

- ○ Completely dissatisfied
- ○ Dissatisfied
- ○ Somewhat dissatisfied
- ○ Neutral
- ○ Somewhat satisfied
- ○ Satisfied
- ○ Completely satisfied

18. **How satisfied are you with the dental care received by your dependents?**

- ○ Completely dissatisfied
- ○ Dissatisfied
- ○ Somewhat dissatisfied
- ○ Neutral
- ○ Somewhat satisfied
- ○ Satisfied
- ○ Completely satisfied

19. **Do you think medical care is better or worse in the Navy than in the civilian realm?**

- ○ Much better in the Navy
- ○ Somewhat better in the Navy
- ○ About the same
- ○ Somewhat better in the civilian realm
- ○ Much better in the civilian realm

20. **Do you think dental care is better or worse in the Navy than in the civilian realm?**

- ○ Much better in the Navy
- ○ Somewhat better in the Navy
- ○ About the same
- ○ Somewhat better in the civilian realm
- ○ Much better in the civilian realm

21. **What effect does your dependents' state of health have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

22. **What effect does your dependents' state of health have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

23. **What effect does your dependents' medical care have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

24. **What effect does your dependents' medical care have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

FRIENDS AND FRIENDSHIPS

The questions in this section concern your friendships and how those friendships affect your quality of life. Think about the friends you have and your relationships with them.

1. **In general, how do you feel about your friendships these days?**

- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

2. **Are your close friends mostly:**

- ○ Fellow Sailors at this location
- ○ Sailors who are stationed at other locations
- ○ Civilians in this area
- ○ Civilians "back home" or elsewhere
- ○ Members of other military services
- ○ Other

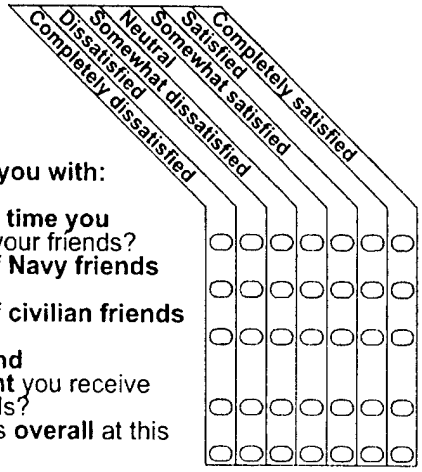
3. **Do you have friends at this location with whom you feel free to discuss personal matters?**

- ○ Yes
- ○ No (skip to Question 5)

4. **If Yes, which statements best describe those friends?** ***(Mark ALL that apply.)***

- ○ Sailors I see only at work
- ○ Sailors I socialize with once in a while
- ○ Sailors I socialize with regularly
- ○ Members of other military services
- ○ Civilians
- ○ Other

5. **Please use this scale to show how satisfied or dissatisfied you are with your friendships at this time.**



How satisfied are you with:

a. The **amount of time you socialize** with your friends?
b. The **number of Navy friends** you have?
c. The **number of civilian friends** you have?
d. The **support and encouragement** you receive from your friends?
e. Your friendships **overall** at this time?

6. **Compared to civilian life, do you think it has been harder or easier for you to make friends?**

- ○ A lot harder
- ○ Considerably harder
- ○ A little harder
- ○ About the same
- ○ A little easier
- ○ Considerably easier
- ○ A lot easier

7. **What effect do your friendships have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

8. **What effect do your friendships have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

MARRIAGE/ INTIMATE RELATIONSHIP

Next, we will ask a few questions about your marriage or other intimate relationship, and how it relates to your quality of life.

1. **At this time, are you:**

- ○ Married (continue with Question 2)
- ○ Involved in a serious intimate relationship, but not married (continue with Question 2)
- ○ Not seriously involved with anyone

→ **To what degree (if any) does this situation decrease your overall quality of life? Answer, then skip to <u>RELATIONS WITH YOUR CHILDREN</u> on Page 16.**

- ○ A great deal
- ○ Quite a bit
- ○ Some
- ○ A little
- ○ Not at all

2. **How are you feeling these days about your marriage or other intimate relationship?**

- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

3. **How satisfied do you think you would be with your marriage/intimate relationship if you were not in the Navy?**

- ○ Completely dissatisfied
- ○ Dissatisfied
- ○ Somewhat dissatisfied
- ○ Neutral
- ○ Somewhat satisfied
- ○ Satisfied
- ○ Completely satisfied

4. **What effect does your marriage/intimate relationship have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

5. **What effect does your marriage/intimate relationship have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

6. **What language is your spouse/partner most comfortable with?**

- ○ English
- ○ Spanish
- ○ Tagalog
- ○ Japanese
- ○ Korean
- ○ Arabic
- ○ Vietnamese
- ○ Other

If you ARE married, answer Questions 7-9, then skip to Question 14.

If you are NOT married, but you ARE seriously involved with someone, skip to Question 10.

7. **How long have you been married?**

- ○ Less than 6 months
- ○ 6 to 12 months
- ○ 13 to 23 months
- ○ 2 to 3 years
- ○ 4 to 5 years
- ○ 6 to 10 years
- ○ 11 to 20 years
- ○ More than 20 years

8. **Have either you or your spouse been married before?**

- ○ Neither my spouse nor I have been married before
- ○ I have been married before, but my spouse has not
- ○ My spouse has been married before, but I have not
- ○ Both my spouse and I have been married before

9. **If you are unaccompanied at this station, how frequently do you see your spouse? (Answer, then skip to Question 14.)**

- ○ Not applicable
- ○ Several times a week
- ○ Once a week
- ○ Once a month
- ○ 9 to 11 times a year
- ○ 7 to 8 times a year
- ○ 5 to 6 times a year
- ○ 3 to 4 times a year
- ○ 1 to 2 times a year

10. **How long have you been involved in this relationship?**

- ○ Less than a month
- ○ 1 to 3 months
- ○ 4 to 6 months
- ○ 7 to 12 months
- ○ 13 to 23 months
- ○ 2 to 5 years
- ○ More than 5 years

11. **Is your intimate partner:**

- ○ Also a Sailor
- ○ A member of another military service
- ○ A civilian

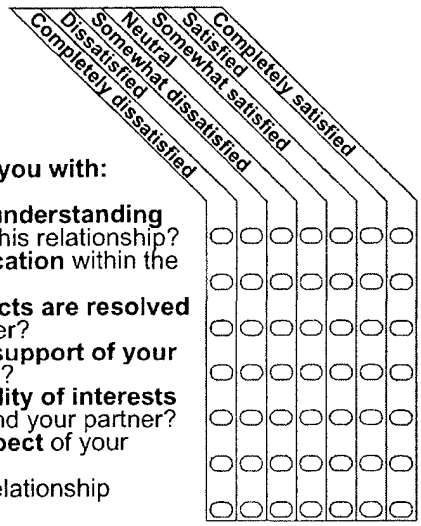
12. **Does your intimate partner live:**

- ○ "Back home"
- ○ At or near your duty station
- ○ Other

13. **If your intimate partner does not live in the area, how frequently are you able to see each other?**

- ○ Not applicable/on deployment
- ○ Every day
- ○ Several times a week
- ○ Once a week
- ○ Once a month
- ○ 9 to11 times a year
- ○ 7 to 8 times a year
- ○ 5 to 6 times a year
- ○ 3 to 4 times a year
- ○ 1 to 2 times a year

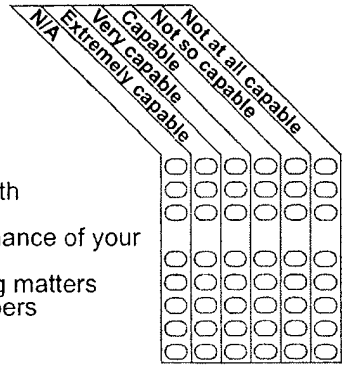
14. **If you are married or have an intimate relationship, please use this scale to show how satisfied or dissatisfied you are with various aspects of this relationship.**



How satisfied are you with:

a. The **love and understanding** you receive in this relationship?
b. The **communication** within the relationship?
c. The way **conflicts are resolved** with your partner?
d. Your partner's **support of your military career**?
e. The **compatibility of interests** between you and your partner?
f. The **sexual aspect** of your relationship?
g. Your intimate relationship **overall**?

15. **If your military duties took you away for 6 months or more, how capable do you think your spouse or partner would be to take full responsibility for the following?**



a. Child care
b. Family members' health
c. Family finances
d. Managing the maintenance of your residence
e. Emotional or parenting matters
f. Safety of family members
g. Transportation
h. Investments

RELATIONS WITH YOUR CHILDREN

The next group of questions have to do with your relations with your children. If you do not have children under age 18, skip to the following section, RELATIONS WITH OTHER RELATIVES, on Page 17.

1. **If you have children from a previous marriage, which of the following best describes the legal custody status of those child(ren)?**

   - ○ Does not apply
   - ○ Full custody of your child(ren)
   - ○ Full custody of some of your children
   - ○ Shared custody
   - ○ No custody

2. **How do you feel about your relations with your children who live with you in your household?**

   - ○ Not applicable, none
   - ○ Terrible
   - ○ Unhappy
   - ○ Mostly unhappy
   - ○ Neither unhappy nor pleased
   - ○ Mostly pleased
   - ○ Pleased
   - ○ Delighted

3. **How do you feel about your relations with your children who do not live with you?**

   - ○ Not applicable, none
   - ○ Terrible
   - ○ Unhappy
   - ○ Mostly unhappy
   - ○ Neither unhappy nor pleased
   - ○ Mostly pleased
   - ○ Pleased
   - ○ Delighted

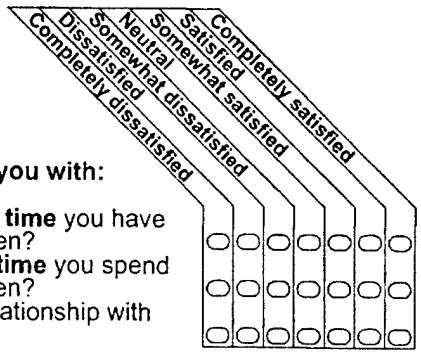
4. **If you have school-age children who live with you, do they attend: *(Mark ALL that apply.)***

   - ○ No school-age children
   - ○ Public school in the community
   - ○ DoD school for dependents
   - ○ A church school
   - ○ A private day school
   - ○ A private boarding school
   - ○ Other

5. **If you have school-age children, how satisfied are you with the education your children are receiving?**

   - ○ No school-age children
   - ○ Completely dissatisfied
   - ○ Dissatisfied
   - ○ Somewhat dissatisfied
   - ○ Neutral
   - ○ Somewhat satisfied
   - ○ Satisfied
   - ○ Completely satisfied

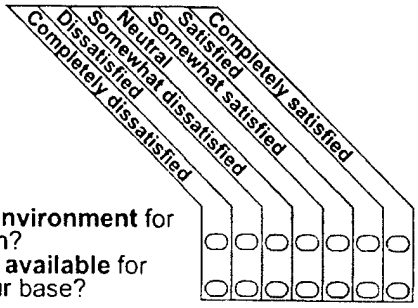
6. **Now we would like you to tell us how satisfied or dissatisfied you are with various aspects of your relations with your children.**



How satisfied are you with:

   a. The **amount of time** you have with your children?
   b. The **quality of time** you spend with your children?
   c. Your **overall** relationship with your children?

7. **Next, how satisfied are you with:**



   a. The **military environment** for raising children?
   b. The **activities available** for children at your base?

If you do not have children who require child care, skip to Question 11 on Page 17.

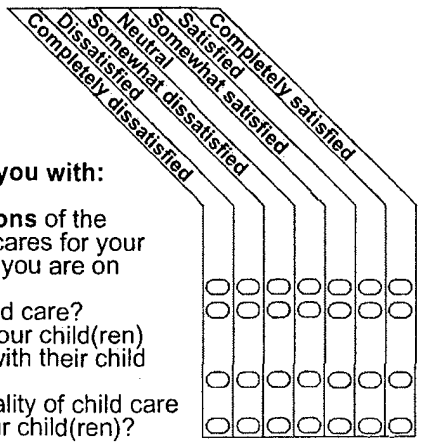
8. **Who is usually the primary care provider for your youngest child while you are on duty?**

   - ○ Private licensed facility
   - ○ Civilian-operated family home care
   - ○ At-home employee (nanny, au pair, etc.)
   - ○ Relative or older siblings
   - ○ Friend
   - ○ Your spouse
   - ○ Military Child Development Center
   - ○ Base-operated family home care program
   - ○ Other

9. **What is your one most critical child care requirement?**

   - ○ Occasional babysitting
   - ○ All day care for pre-school child
   - ○ Before and/or after school
   - ○ Overnight care
   - ○ Extended care for several days
   - ○ Access to care at any time
   - ○ Sick child care
   - ○ Other

10. Now we would like you to tell us how satisfied or dissatisfied you are with various aspects of child care for your child(ren).



How satisfied are you with:

a. The **qualifications** of the person(s) who cares for your child(ren) while you are on duty?
b. The **cost** of child care?
c. The **safety** of your child(ren) while they are with their child care provider?
d. The **overall** quality of child care received by your child(ren)?

11. If you were not in the Navy, do you think you would be able to spend more time or less time with your child(ren)?

- ○ Much less time
- ○ Considerably less time
- ○ A little less time
- ○ About the same
- ○ A little more time
- ○ Considerably more time
- ○ Much more time

12. If you were not in the Navy, do you think your relationship with your child(ren) would be better or worse?

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

13. What effect does your relationship with your child(ren) have on your job performance?

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

14. What effect does your relationship with your child(ren) have on your plans to remain in the Navy?

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

15. If you had to be separated from your child(ren) for 6 months or more because of your military duties, who would care for them?

- ○ No child(ren) under 18
- ○ Spouse
- ○ Immediate family member (for example, grandparent(s))
- ○ Other family member
- ○ Friend or neighbor
- ○ Public agency
- ○ Other

16. How sure are you that the person(s) named in Question 15 would adequately take care of your child(ren) in your absence?

- ○ Not applicable
- ○ Completely sure
- ○ Very sure
- ○ Somewhat sure
- ○ Somewhat unsure
- ○ Very unsure
- ○ Completely unsure

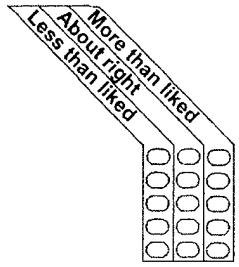
RELATIONS WITH OTHER RELATIVES

Questions in this section ask about your relations with other relatives, such as your parents, grandparents, brothers and sisters, and/or in-laws if you are married. If you have no other relatives, skip to <u>INCOME AND STANDARD OF LIVING</u> on Page 18.

1. How do you feel about your relations with your relatives at this time?

- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

2. Is the amount of time you spend with the relatives listed below less than you would like, more than you would like, or about the right amount of time?



a. Parent(s)
b. Grandparent(s)
c. Brother(s) and sister(s)
d. In-laws
e. Other close relatives

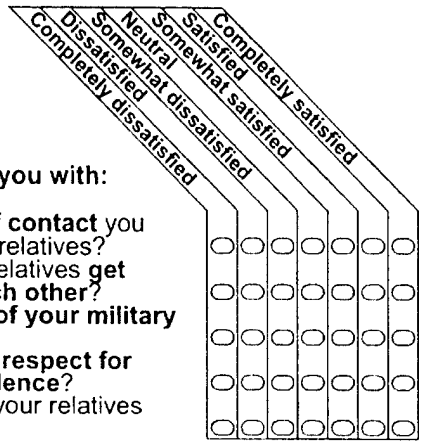
3. **How far are your nearest relatives from your present duty station?**

- ○ Local area
- ○ Within 100 miles
- ○ Between 101 and 200 miles
- ○ Between 201 and 500 miles
- ○ Between 501 and 1,000 miles
- ○ More than 1,000 miles

4. **When you were growing up, did you live with a parent who was a career military member?**

- ○ No
- ○ Yes, parent was in the Navy
- ○ Yes, parent was in another service branch

5. **Show how satisfied or dissatisfied you are with various aspects of your relationships with your relatives.**



How satisfied are you with:

a. The **amount of contact** you have with your relatives?
b. The way your relatives **get along with each other**?
c. Their **support of your military career**?
d. Your **relatives' respect for your independence**?
e. Relations with your relatives **overall**?

6. **If you were not in the Navy, do you think your relations with your relatives would be better or worse?**

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

7. **What effect do relations with your relatives have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

8. **What effect do relations with your relatives have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

INCOME AND STANDARD OF LIVING

Now, we would like you to consider your income and standard of living as these relate to your quality of life.

1. **Overall, how do you feel about your current standard of living?**

- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

2. **Have any of the following things happened to you since you have been at your present location?** ***(Mark ALL that apply.)***

- ○ Indebtedness letter to your command
- ○ Repossession of something purchased
- ○ Bankruptcy
- ○ Crisis loan from military relief organization
- ○ Trouble over child support payments
- ○ None of the above

3. **Do you have outstanding student loans/debts from your education?**

- ○ Yes
- ○ No (skip to Question 5)

4. **How much do you currently owe for student loans?**

- ○ Nothing
- ○ Under $5,000
- ○ $5,000-$10,000
- ○ $10,001-$20,000
- ○ $20,001-$30,000
- ○ $30,001-$40,000
- ○ $40,001-$50,000
- ○ Over $50,000

5. **Which of the following best describes your own or your family's financial situation at this time?**

- ○ I/we can afford most of the things I/we want
- ○ I/we can easily afford the things I/we need, plus some extras
- ○ I/we can easily afford the things I/we need, but not extras
- ○ I/we can barely afford the things I/we need
- ○ I/we often cannot afford things that I/we need

6. **Do you have a second (civilian) job?**

- ○ No, currently deployed (skip to #9)
- ○ No, and I have not looked for one (skip to #9)
- ○ No, but I'm trying to find one (skip to #9)
- ○ Yes, working less than 10 hours per week
- ○ Yes, working between 10 and 20 hours per week
- ○ Yes, working between 21 and 30 hours per week
- ○ Yes, working more than 30 hours per week

7. If you answered Yes, what's the main reason you have a second job?

- ○ To prepare for my next career, gain experience
- ○ To pursue interest in a certain type of work
- ○ To earn additional income
- ○ To occupy my off duty time
- ○ I enjoy the work
- ○ Other

8. How many days do you usually work each week at your second job?

- ○ One
- ○ Two
- ○ Three
- ○ Four
- ○ Five
- ○ Six
- ○ Seven

9. How much of your family's total income comes from your spouse?

- ○ N/A, no spouse
- ○ None
- ○ Less than 20%
- ○ 20% to 40%
- ○ 41% to 60%
- ○ 61% to 80%
- ○ More than 80%

10. To what extent does the base exchange help you save money and make ends meet?

- ○ A great deal
- ○ Quite a bit
- ○ Some
- ○ A little
- ○ Not at all

11. To what extent does the commissary help you save money and make ends meet?

- ○ A great deal
- ○ Quite a bit
- ○ Some
- ○ A little
- ○ Not at all

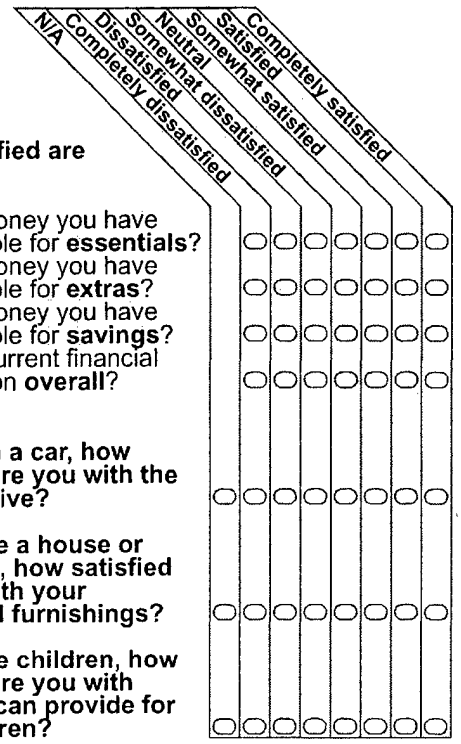
12. Where does your family shop for food?

- ○ Exclusively at the commissary
- ○ Mostly at the commissary
- ○ About 50-50 at the commissary and civilian stores
- ○ Mostly at civilian stores
- ○ Exclusively at civilian stores

13. Where does your family shop for clothing, personal items, and household items?

- ○ Exclusively at the exchange
- ○ Mostly at the exchange
- ○ About 50-50 at the exchange and civilian stores
- ○ Mostly at civilian stores
- ○ Exclusively at civilian stores

Please use this scale to indicate how satisfied or dissatisfied you are with various aspects of your current financial situation.



14. How satisfied are you with:

- **a.** The money you have available for **essentials**?
- **b.** The money you have available for **extras**?
- **c.** The money you have available for **savings**?
- **d.** Your current financial situation **overall**?

15. If you own a car, how satisfied are you with the car you drive?

16. If you have a house or apartment, how satisfied are you with your household furnishings?

17. If you have children, how satisfied are you with what you can provide for your children?

18. If you were not in the Navy, would you be worse off or better off?

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

19. What effect does your financial situation have on your job performance?

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

20. What effect does your financial situation have on your plans to remain in the Navy?

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

YOUR MILITARY JOB

The following questions ask about several aspects of your current military job.

1. **Overall, how are you feeling these days about your military job?**

   - ○ Terrible
   - ○ Unhappy
   - ○ Mostly unhappy
   - ○ Neither unhappy nor pleased
   - ○ Mostly pleased
   - ○ Pleased
   - ○ Delighted

2. **In a normal work week, how many hours do you work on your military job?**

   Hours

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

3. **How many days do you usually work each week at your military job?**

   - ○ One
   - ○ Two
   - ○ Three
   - ○ Four
   - ○ Five
   - ○ Six
   - ○ Seven

4. **How well do you think your Navy training prepared you for your present job?**

   - ○ Not at all
   - ○ Barely
   - ○ Somewhat
   - ○ Pretty well
   - ○ Completely

5. **In your opinion, how well are most other members of your work group trained to do their jobs?**

   - ○ Not at all
   - ○ Barely
   - ○ Somewhat
   - ○ Pretty well
   - ○ Completely

6. **During the past year, did you entirely miss, arrive late, or have to leave early from a maneuver, exercise, or unit movement?** ***(Mark ALL that apply.)***

   - ○ Does not apply (no such events)
   - ○ No, I was there when directed
   - ○ Yes, I was late
   - ○ Yes, I left early
   - ○ Yes, I missed it entirely

7. **If you answered Yes on Question 6, what was the main reason?** ***(Mark ALL that apply.)***

   - ○ Not applicable
   - ○ I was sick
   - ○ Someone in my family was sick
   - ○ Personal or family business
   - ○ Legal matter
   - ○ I couldn't be reached
   - ○ Other

If you are deployed (i.e., scheduled time away from homeport for 90 days or more), skip to Question 10 on Page 21.

8. **In the past month, how much time did you take off from work for each of the following personal reasons?** ***(Include time when you arrived late or left early, but not scheduled leave time.)***

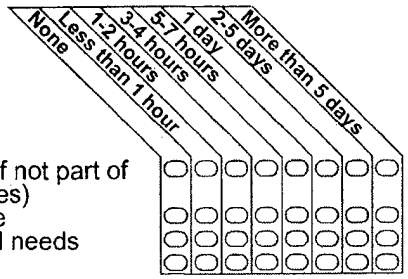
	None	Less than 1 hour	1-2 hours	3-4 hours	5-7 hours	1 day	2-5 days	More than 5 days
a. Your education (if not part of your military duties)	○	○	○	○	○	○	○	○
b. Your transportation (e.g., your car wouldn't start)	○	○	○	○	○	○	○	○
c. Pregnancy (e.g., prenatal care or doctor visit)	○	○	○	○	○	○	○	○
d. Your health (sick or doctor/ dentist appointment)	○	○	○	○	○	○	○	○
e. Personal business (e.g., financial matters)	○	○	○	○	○	○	○	○
f. Other personal reasons	○	○	○	○	○	○	○	○

9. **In the past month, how much time did you take off from work for each of the following family reasons?** ***(Include time when you arrived late or left early, but not scheduled leave time.)***

   - ○ Do not have family with me (skip to Question 10)

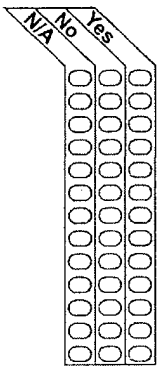
	None	Less than 1 hour	1-2 hours	3-4 hours	5-7 hours	1 day	2-5 days	More than 5 days
a. Caring for children (e.g., a sick child, school visits, no sitter, discipline)	○	○	○	○	○	○	○	○
b. Helping spouse (e.g., illness or emotional problems)	○	○	○	○	○	○	○	○
c. Family business (e.g., financial or housing matters)	○	○	○	○	○	○	○	○
d. Family transportation	○	○	○	○	○	○	○	○
e. Other family matters	○	○	○	○	○	○	○	○

10. If you are deployed, during the past month, how much time did you lose from your work due to each of the following personal reasons?



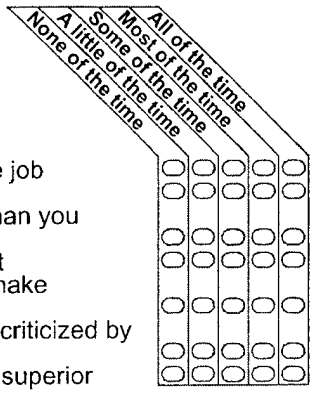
a. Your education (if not part of your military duties)
b. Emergency leave
c. Medical or dental needs
d. Other

11. If you have to deploy on short notice in the future, have you made provisions for each of the following? *(Blacken the N/A circle for those that do not apply to you.)*



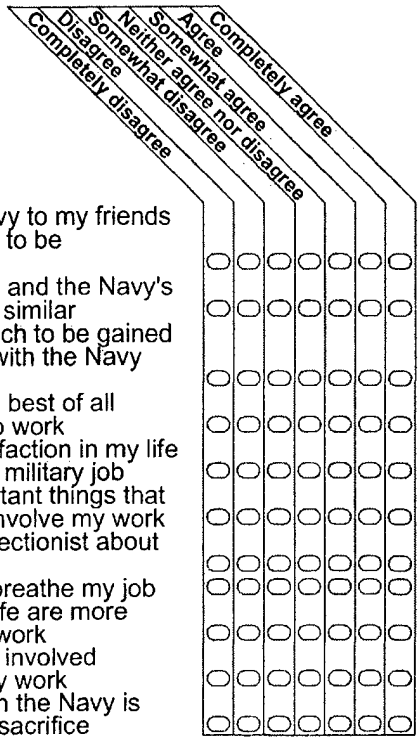
a. A will
b. A joint checking account
c. A power of attorney
d. Storage of possessions
e. Payment of bills
f. Child care
g. Elder care
h. Care for pets
i. Lease obligations
j. Management of investments
k. Modifying official records if necessary
l. An updated SGLI
m. An updated Page 2

12. During the past month, how often did each of the following happen while you were working?



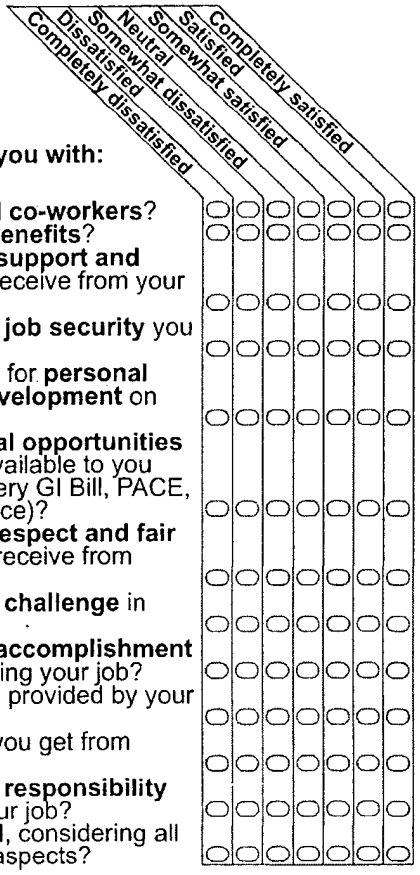
a. Your mind was not on the job
b. You lost your temper
c. You accomplished less than you would like
d. You were not at your best
e. You were more likely to make mistakes
f. Your performances were criticized by co-workers
g. You had problems with a superior

13. Show how much you agree or disagree with each of the following statements.



a. I talk up the Navy to my friends as a great outfit to be associated with
b. I find my values and the Navy's values are very similar
c. There is not much to be gained by my sticking with the Navy indefinitely
d. The Navy is the best of all places for me to work
e. The major satisfaction in my life comes from my military job
f. The most important things that happen to me involve my work
g. I'm really a perfectionist about my work
h. I live, eat, and breathe my job
i. Most things in life are more important than work
j. I am very much involved personally in my work
k. Being a Sailor in the Navy is worth personal sacrifice

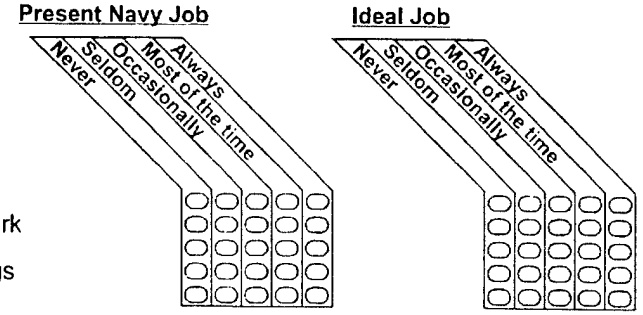
14. Please show how satisfied or dissatisfied you are with each of the following aspects of your job.



How satisfied are you with:

a. Your **peers and co-workers**?
b. Your **pay and benefits**?
c. The amount of **support and guidance** you receive from your supervisor?
d. The **amount of job security** you have?
e. The opportunity for **personal growth and development** on your job?
f. The **educational opportunities and support** available to you (e.g., Montgomery GI Bill, PACE, Tuition Assistance)?
g. The degree of **respect and fair treatment** you receive from superiors?
h. The **amount of challenge** in your job?
i. The **feeling of accomplishment** you get from doing your job?
j. The **leadership** provided by your superiors?
k. The **feedback** you get from others?
l. The **amount of responsibility** you have on your job?
m. Your job **overall**, considering all these different aspects?

15. **Look at the five job statements below and indicate how often each is true of the job you have now. Then, show how often the statement would be true of your ideal job.**



a. I am able to do a lot of different things on my job
b. I get to decide on my own how to go about doing my work
c. I can see from the work itself how well I am doing
d. I do work that is important in the overall scheme of things
e. I get to completely finish the tasks I begin

16. **Would you be more likely or less likely to have your ideal job now if you were a civilian?**

- ○ Much more likely
- ○ More likely
- ○ About equally likely
- ○ Less likely
- ○ Much less likely

17. **What effect does your military job have on your plans to remain in the Navy?**

- ○ Very negative effect
- ○ Negative effect
- ○ No effect
- ○ Positive effect
- ○ Very positive effect

18. **In your opinion, what is the one best thing about being a Sailor?**

- ○ A chance to serve your country
- ○ Job security
- ○ Pay and benefits
- ○ My shipmates
- ○ Travel and a chance to see the world
- ○ Adventure and excitement
- ○ Training and personal development
- ○ Opportunity to gain responsibility
- ○ Opportunity to develop leadership skills
- ○ Retirement options
- ○ Other

YOURSELF

This section asks how you feel about you, your goals, and your personal development.

1. **All in all, how are you feeling about yourself these days ?**

- ○ Terrible
- ○ Unhappy
- ○ Mostly unhappy
- ○ Neither unhappy nor pleased
- ○ Mostly pleased
- ○ Pleased
- ○ Delighted

2. **Do you feel that you are pretty much in control of your life?**

- ○ I am handling all areas of my life well
- ○ I am handling most areas of my life well
- ○ Some areas of my life seem out of control
- ○ Many areas of my life seem out of control
- ○ My life seems totally out of control

3. **How about your work skills? Do you think your skills are:**

- ○ Readily marketable
- ○ Likely to be marketable
- ○ May or may not be marketable
- ○ Not likely to be marketable
- ○ Not marketable

4. **Do you have access to the Internet/World Wide Web at work?**

- ○ Yes, as often as I need
- ○ Yes, fairly often
- ○ Yes, once in a while
- ○ No, not at all

5. **Do you have access to e-mail at work?**

- ○ Yes, as often as I need
- ○ Yes, fairly often
- ○ Yes, once in a while
- ○ No, not at all

6. **Do you own a personal computer (PC)?**

- ○ Yes
- ○ No

7. **Do you plan on buying or upgrading a PC in the next year?**

- ○ Yes
- ○ No

8. **Do you have access to the Internet/World Wide Web at home?**

- ○ Does not apply, no computer
- ○ Yes
- ○ No

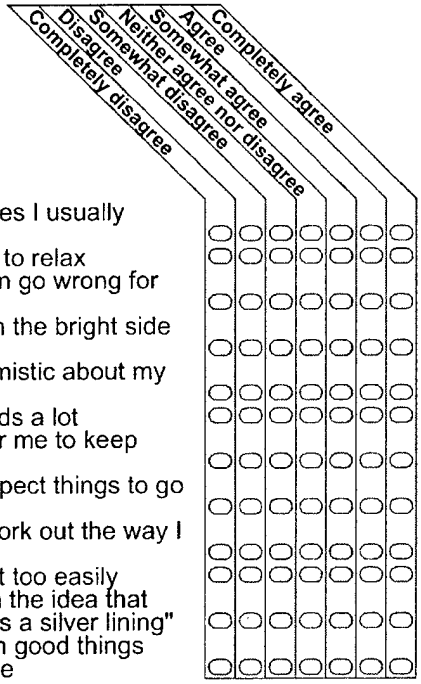
9. **Do you have access to e-mail at home?**

- ○ Does not apply, no computer
- ○ Yes
- ○ No

10. **Since joining the Navy, have you:** ***(Mark ALL that apply to you.)***

- ○ Completed your high school equivalency
- ○ Taken college courses
- ○ Begun a college degree program
- ○ Obtained an undergraduate college degree
- ○ Obtained a graduate or post-graduate degree
- ○ Taken personal enrichment class(es)

11. **Please indicate how much you agree or disagree with each of the following statements.**

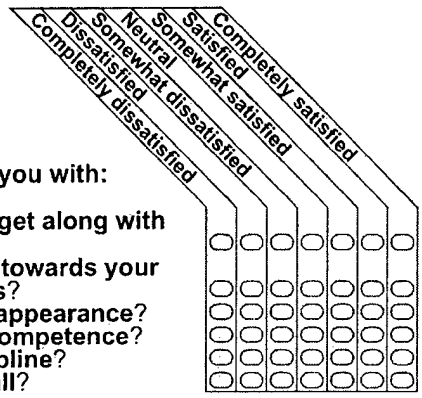


a. In uncertain times I usually expect the best
b. It's easy for me to relax
c. If something can go wrong for me, it will
d. I always look on the bright side of things
e. I'm always optimistic about my future
f. I enjoy my friends a lot
g. It's important for me to keep busy
h. I hardly ever expect things to go my way
i. Things never work out the way I want them to
j. I don't get upset too easily
k. I'm a believer in the idea that "every cloud has a silver lining"
l. I rarely count on good things happening to me

12. **Consider your personal development since joining the Navy. Do you think your personal development would have been better or worse if you had remained a civilian?**

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

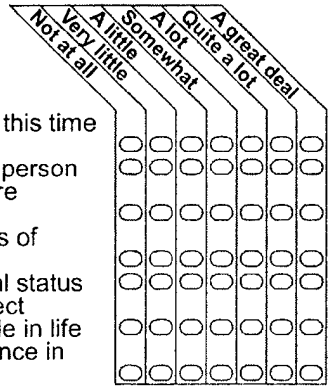
13. **In the next question, please tell us how satisfied or dissatisfied you are with various aspects of your personal development.**



How satisfied are you with:

a. Your **ability to get along with others**?
b. Your **progress towards your personal goals**?
c. Your **physical appearance**?
d. Your **general competence**?
e. Your **self discipline**?
f. **Yourself overall**?

14. **To what extent has life in the Navy helped you to fulfill each of the following?**



a. Your personal goals for this time in your life
b. Your development as a person
c. Living the values that are important to you
d. Assuming desired levels of responsibility
e. Increasing your financial status
f. The opportunity to correct mistakes you have made in life
g. Increasing your confidence in yourself

15. **What effect does your personal development have on your job performance?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

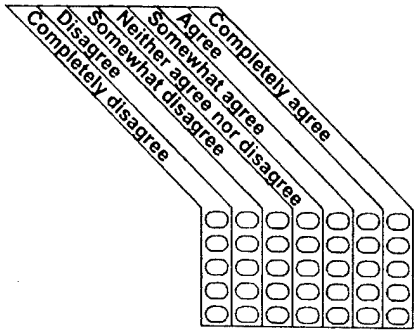
16. **What effect does your personal development have on your plans to remain in the Navy?**

- ○ Very positive effect
- ○ Positive effect
- ○ No effect
- ○ Negative effect
- ○ Very negative effect

LIFE AS A WHOLE

Now, think once again about your life as a whole, considering all the different aspects of life that have been covered in this survey.

1. **Please indicate how much you agree or disagree with each statement.**



a. In most ways, my life is close to ideal
b. The conditions of my life are excellent
c. I am satisfied with my life
d. So far I have gotten the important things I want in life
e. If I could live my life over, I would change almost nothing

2. **How satisfied are you with your life overall?**

- ○ Completely dissatisfied
- ○ Dissatisfied
- ○ Somewhat dissatisfied
- ○ Neither dissatisfied nor satisfied
- ○ Mostly satisfied
- ○ Satisfied
- ○ Completely satisfied

3. **Think of a friend that you know well and who is about your age. How does your life as a whole compare to your friend's life? Is your life:**

- ○ A lot worse
- ○ Considerably worse
- ○ A little worse
- ○ About the same
- ○ A little better
- ○ Considerably better
- ○ A lot better

Thank you for your participation!

Distribution List

AFPC/DPSAS (Charlie Hamilton)
ARI (TAPC-ARI-PS)
ASN (M&RA)
CNPC (PERS-6, PERS-00J)
DMDC (Timothy W. Elig)
NAVFAC (Dave Dutton)
ONR (Code 34, Code 342)
OSD (MC&FP) (Rene A. Campos, Tony Jurney)
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